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AG-69-37

COMMISSION ON THE STATUS OF WOMEN

AGENDAS AND MINUTES

1980 – 1981

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COMMISSION ON THE STATUS OF WOMEN

June 10, 1980

The Agenda of this meeting is missing.

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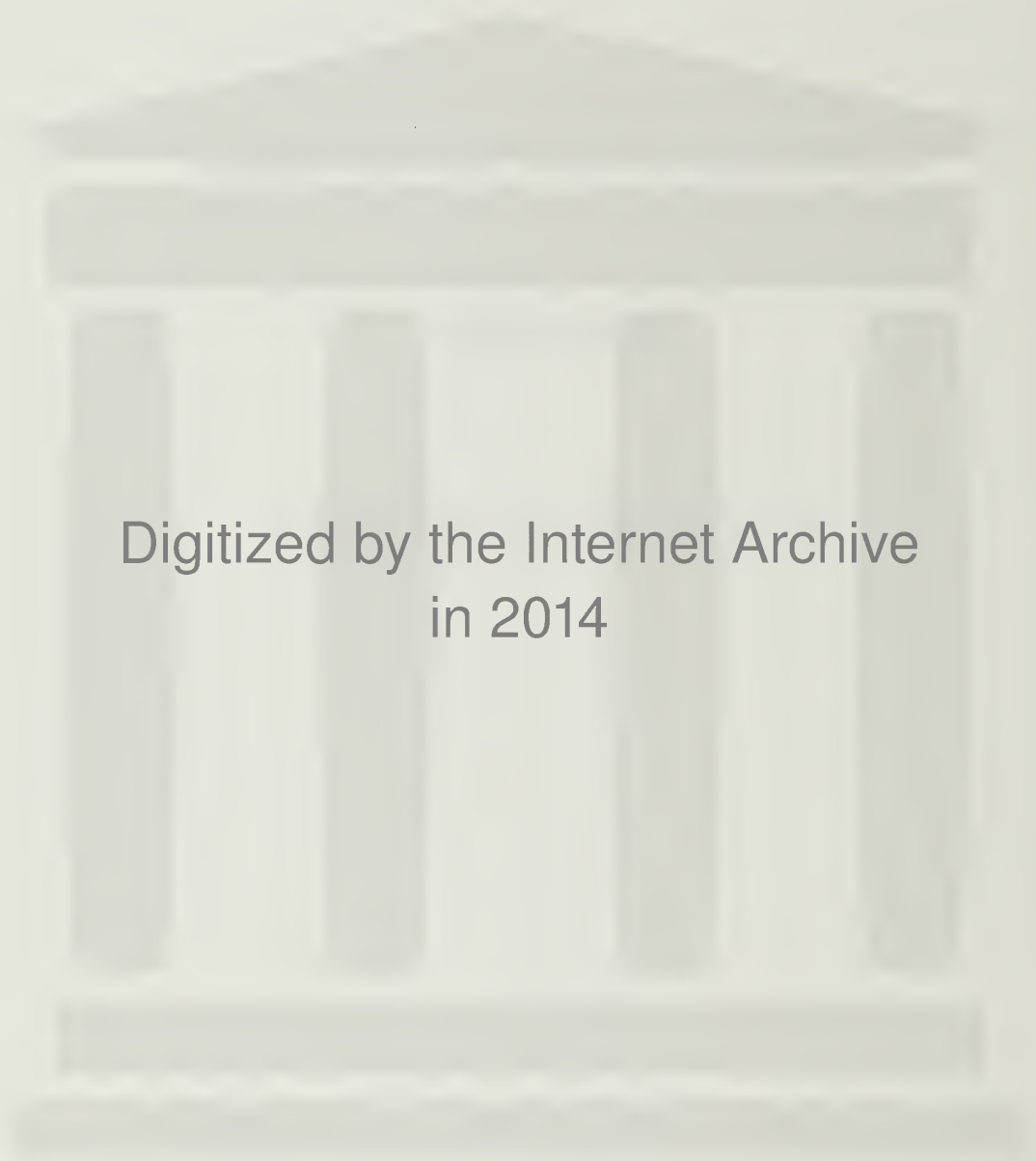

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
170 Fell Street, Room 18
First Floor
San Francisco, California 94102
Telephone 558-3653

Minutes
Commission Meeting
City Hall, Room 282

DATE: June 10, 1980
TIME: 7:30 PM

CALL TO ORDER

The meeting was called to order at 7:40 PM by Chair, Dorsey-Hayon. She stated after the agenda is completed the meeting will move into executive session.

ROLL CALL

All present: Chair, Dorsey-Hayon, Vice Chair, Johnston, Commissioner Brecka, Commissioner Corteza, Commissioner Farac, Commissioner Medina, Commissioner Wiles, Commissioner Wong.

MINUTES

Minutes were approved as presented.

CORRESPONDENCE

No discussion.

COORDINATOR'S REPORT

National Association of Commissions on the Status of Women

NACW will hold their Annual Conference June 12-15 at the Biltmore Hotel in New York City. The $90.00 fee covers the total program. The membership fee per Commissioner is $200.00. The Coordinator suggested that each Commissioner donate one month's stipend of $20.00. The motion carried 6-1.

Mid-Decade Conference

The UN Conference on Women was held on June 6 and 7 at the downtown Hilton Hotel. The Women's Bureau who spearheaded this event was assisted by various other agencies, including the Commission on the Status of Women. Three members of the staff attended and a summary of all workshops is being prepared and will be sent to the Commissioners. This Conference is a prelude to the UN Conference to be held in Copenhagen, Denmark on July 17, 1980.

National Organization of Women

COSW received a reply from NOW accepting our proposal for a joint meeting to exchange information. This will be held on July 8, 1980 at the Women's Center and the topic will be "Violence Against Women". In addition, the Commission will present its past year's accomplishments.

Social Security

COSW's attempts to bring the inequities that exist for women in social security to a broader segment of the public via the media is receiving good response. The Executive Producer of KPIX has assigned an Associate Producer to negotiate with us methods of presentation.

Annual/Progress Report

The Annual/Progress Report was sent to COSW constituents. This report was given to Mayor Feinstein on May 12, 1980.

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Friends

The Friends need volunteers for the Auction to be held on June 19, 1980 in the following areas:

-Payments
-Reception
-Door Admission
-Silent Auction

Public Relations

Rose Shirinian from Channel 26 requested that a representative from the Commission be interviewed on the functions and accomplishments of the Commission. This will take place on Wednesday, June 18 at 7 PM. Commissioner Dorsey-Hayon agreed to participate.

Channel 26 requested that the participant be present at 6:45 on Radio Road, San Bruno Mountain.

Budget Status

The following process will take place:

- On June 11, the Mayor will transmit the budget to the Board of Supervisors/Finance Committee.
- On June 24-July 1, Finance Committee conducts hearings of Annual Budgets.
- June 27 at 1:00 PM the Commission on the Status of Women will appear before the Committee.

Commission Retreat Workshop

Commissioner Brecka reported that only she, Commissioner Wong and Coordinator Smallwood attended. Because of lack of participation, the workshop was cancelled.

Dean Hamilton will not be available until July.

M/S/C Corteza/Brecka that a letter of apology be sent to Dean Hamilton. Commissioner Brecka agreed to draft the letter.

Friends Auction

Commissioner Wiles, Chairperson of the Auction's Food Committee requested that each person call Helen Batista to indicate whether they will donate $10.00 or bring food. Wiles requested that the following persons be present at 4:30 to assist:

Commissioner Wong, Coordinator Smallwood, Staff Aids Hoskins and Schardt.

The below listed agreed to serve on committees:
Commissioner Brecka - Tend Bar
Commissioner Hayon - Food
Commissioner Medina - Hostess
Commissioner Corteza - Ticket Sales

Medina donated $10.00.

Employment and Affirmative Action

Commissioner Corteza reported that on June 10, 1980, she received a letter from Mr. Walsh, Director of the Civil Service Commission, inviting the Commission and Sheriff Mike Hennessy to meet with him regarding the Maggie Richards Case.

Corteza will call former Commissioner Arnold, the originator of the report to get background information.

OTHER

. Commissioner Wong requested that Womenews publish the appointment of Commissioner Wiles and herself to the Commission.

Dr. Smallwood stated that Womenews had received the information and numerous other articles before the deadline of their March issue. However, none of these articles were printed. Commissioner Brecka indicated that she had submitted materials for that issue that were not published.

. The Mayor requested that Commissioner Wiles continue to serve on the Commission. She agreed.

. Iris Mitgreny, President of the National Women's Political Caucus, will speak at the Sheraton Hotel, Friday, June 12, 1980 at 12 PM. The title of her topic will be "Can Women Make the Difference".

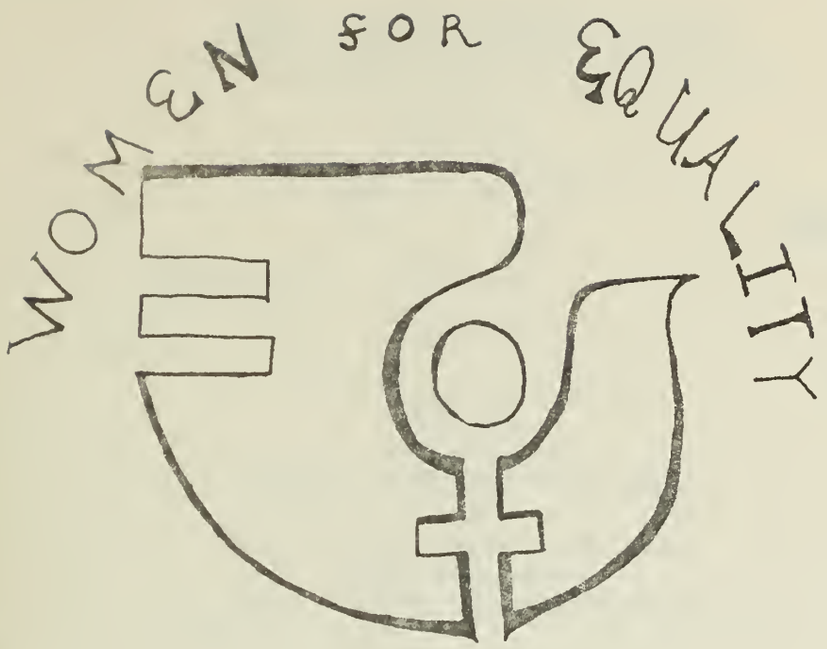
. Commissioner Wiles was honored by the Consul General Republic of the Philippines in San Francisco, Ambassador Romeo Arguelles for her work with Community and Youth Services. She was one of two women so honored on June 7, 1980 at the Hyatt Regency, Embarcadero.

Respectfully submitted,

Kay Westerberg

Kay Westerberg

KW:vsh



ERA...

The San Francisco Commission on the Status of Women will jointly held its Community Meeting with the San Francisco Chapter of the National Organization for Women at the Women's Building, 3543 - 18th Street on Tuesday, July 8, 1980 at 8:30 P.M.

The purpose of this meeting is to organize a city wide network to abolish "Violence Against Women". While it is evident that complete abolishment of violence against women will not happen overnight, the Commission's goal is to establish alternative means of decreasing these crimes.

We would like to extend this invitation to you, the public, to participate by sharing ideas, raising questions and giving testimony on the matter and/or any other concerns you may have regarding the inequities that exist against women.

Sincerely,

Beverly Dorsey-Hayon

Beverly Dorsey-Hayon,
Chair

Catherine Smallwood

Catherine Smallwood, Ph.D.
Coordinator

1979-80 Commissioners

Judith A. Brecka, Atty.
Teresita Corteza
Rosemary Farac
Beverly Dorsey-Hayon
Lilia Medina
Lorraine R. Wiles
Colleen Yat Yim Wong

Staff of the Commission

Bernice Booker
Virginia Hill
Jennifer Hoskins
Gladys Sandlin
Kathleen Schardt
Catherine Smallwood, Ph.D.
Chung-Kuei Wang

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
Catherine Smallwood, Ph.D., Coordinator
170 Fell Street, Room 18
First Floor
San Francisco, California 94102
Telephone 558-3653

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July 8, 1980
8:30 P.M.

DISTRICT 4

Joint Community Meeting
with the
San Francisco
NATIONAL ORGANIZATION FOR WOMEN
at the
San Francisco Women's Building
3543-18th Street
San Francisco, California 94110

A G E N D A

8:30 - 8:45 P.M. REFRESHMENTS

I. CALL TO ORDER/ROLL CALL - Commissioner Beverly Dorsey-Hayon, Chair
Chair

II. OPENING REMARKS, ACKNOWLEDGEMENTS AND INTRODUCTION

III. OVERVIEW OF THE COMMISSION

3.1 Historical Background of the Commission
3.2 Historical Background of the FRIENDS and WOMENEWS
By Catherine Smallwood, Coordinator
3.3 Structure and Function of the Commission--Committees

IV. OVERVIEW OF THE NATIONAL ORGANIZATION FOR WOMEN

V. OVERVIEW OF MUTUAL ISSUE OF CONCERN

"VIOLENCE AGAINST WOMEN"
- Rape
- Battered Wives/Women
- Pornography & Media

VI. REQUEST FOR SUPPORT

VII. AUDIENCE PARTICIPATION

VIII. ADJOURNMENT

CS/jh

COMMISSION ON THE STATUS OF WOMEN

July 8, 1980

The Minutes of this meeting are missing.

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COMMISSION ON THE STATUS OF WOMEN

August 12, 1980

The Agenda of this meeting is missing.

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City and County of San Francisco **Commission on the Status of Women**

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MINUTES

Commission Meeting
City Hall, Room 282

August 12, 1980
7:45-8:45 p.m.

1. The meeting was called to order by Vice-chair Pauline Johnston. Roll call:

   COMMISSIONERS PRESENT: Brecka, Farac, Feinberg, Hitchens, Johnston, Pike, Sandlin, Wiles, Wong

   COMMISSIONERS ABSENT: Corteza, Hayon

   OTHERS PRESENT: Grant Mickins, Joe Meza, Jacquie Hale, Joan Sully, Caryn Lombard, Marcia Mim, Kathleen Schardt

2. In the absence of Chair Hayon, Vice-chair Johnston introduced and welcomed each of the new Commissioners: Linda Feinberg, Donna Hitchens, Emily Pike, and Gladys Sandlin.

3. Grant Mickins, Executive Director, San Francisco Human Rights Commission, delivered a report on the relationship of the Commission on the Status of Women to the Human Rights Commission. He noted that the Board of Supervisors last Monday had voted to amend the respective ordinances of the Commission on the Status of Women and the Human Rights Commission. He stressed that the Commission on the Status of Women was to remain an autonomous body. The Commission on the Status of Women office is now physically part of the Human Rights Commission office complex, and the Human Rights Commission is prepared to provide administrative support to the Commission on the Status of Women. However, the Commission on the Status of Women is responsible for its own work and the fulfillment of its own mandate.

   The COSW budget for the current fiscal year is $27,819.00. Without going into detail, Mr. Mickins noted that approximately half of this amount would be used for the salary and benefits of the staff person working for the COSW. The ramainder of the funds would be used for postage, rent, duplication services and other items necessary to the functions of the COSW.

A full-time staff person has been hired for the COSW, Jacquie Hale. She will start work Monday, August 18, 1980.

4. Vice-chair Johnston spoke on the focus of the COSW in 1980, the issue of violence against women. She then announced the re-organization of the COSW committee structure to reflect this focus.

   The new standing committees are: Coordination of Services, Domestic Violence, Legislation, Rape, and Publicity/ Community Relations (the latter comprising a single committee). Commissioner Wiles will continue as Liaison to the Friends of the COSW.

   The Vice-chair noted that the Commissioners would receive their committee assignments by mail, as the Chair had that information.

5. There was discussion regarding a change of the day and/or time of regular Commission meetings. It was agreed to keep regular Commission meeting days the second and fourth Tuesdays of each month, and to change the time of Commission meetings to 4:30 p.m.

6. Commissioner Wong reported on the Age Discrimination hearings sponsored by Women Organized for Employment held at Cogswell College on August 5, 1980. The theme of these hearings was "All Ages Need Wages." They featured Congressman John Burton and Tish Sommers, of the Older Women's League.

   Commissioner Wong also sought to introduce a resolution regarding the hotel worker's strike. Upon being reminded that such a resolution would be out of order at this business meeting, she withdrew the resolution and agreed to present it at the next Commission meeting.

7. Other Items:

   A. Commissioner Wiles noted that she had requested from the Friends of the COSW a full report of the Friends Auction. She asked the Chair to send a follow-up request if a reply was not forthcoming.

B. Commissioner Wong suggested that Womenews report on the new commissioners. Commissioner Sandlin pointed out that every effort should be made to cooperate with Womenews, with special emphasis on meeting its deadlines.

C. At the request of Commissioner Wong, Commissioner Hitchens volunteered to give a report on the United Nations for Women held in July in Copenhagen at the next Commission meeting.

D. Vice-chair Johnston noted that the "Take Back the Night" march will take place the night of Saturday, October 11, 1980.

8. As there was no further business to conduct at this meeting, the meeting was adjourned at 8:45 p.m.

City and County of San Francisco **Commission on the Status of Women**

COMMISSION MEETING
101 Grove Street, Room 300

September 16, 1980
4:30 p.m.

AGENDA

I. Call to Order/Roll Call

II. Minutes of Meeting of August 12, 1980

III. Correspondence

IV. Chair's Reports

V. Committee Reports

A. Coordination of Services

B. Domestic Violence

C. Legislation

D. Publicity/Community Relations

E. Rape

VI. Commissioner Hitchens' Report on the Copenhagen Conference

VII. Other Business

VIII. Announcements

IX. Adjournment

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City and County of San Francisco **Commission on the Status of Women**

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MINUTES

Commission Meeting
101 Grove Street, Room 300

September 16, 1980
4:30-5:40 P.M.

1. The meeting was called to order by Chair Beverly Dorsey-Hayon. Roll call:

   COMMISSIONERS PRESENT: Brecka, Corteza, Dorsey-Hayon, Hitchens, Johnston, Pike, Wiles, Wong

   COMMISSIONERS EXCUSED: Feinberg, Sandlin

   COMMISSIONERS ABSENT: Farac

   OTHERS PRESENT: Grant Mickins, Director, Human Rights Commission
   Gail Roberts, Coordinator, Human Rights Commission
   Terri Simpson, Mayor's Office
   Jacquie Hale, Administrative Aide, COSW
   Kathleen Schardt, Staff Aide, COSW
   Youn-Cha Shin Chey, Ph.D., Executive Director, Multi-Service Center for Koreans

2. M/S/C Pike/Brecka to approve the minutes of the meeting of August 12, 1980, as distributed.

3. Discussion of office procedure for mail summary and distribution. There was general agreement that the current procedure is a good one that seems to be working. Chair Hayon noted that anyone seeking more information on particular items may always call Administrative Aide Jacquie Hale. Ms. Hale noted that she had found and processed a large bos of old mail which had
4. evidently collected at the former Fell Street office.

4. Mr. Grant Mickins, Director of the Human Rights Commission, reported that the day-to-day operations of the COSW's new relationship with the Human Rights Commission appeared to running smoothly, and that the staff of both offices seemed to coordinate with one another well.

   Mr. Mickins also discussed the need for the COSW to submit an affirmative action plan to the Civil Service Commission, and presented copies to the Commissioners of a preliminary plan drafted by Mr. Frank Anderson of the Human Rights Commission staff. Chair Hayon noted that this matter would be taken up at the next Administrative Committee meeting.

In response to a question from Commissioner Brecka, Chair Hayon noted that the new Administrative Committee would be composed of the Chairs of the other standing committees: Commissioners Farac, Hitchens, Johnston, Pike, and Sandlin. She also noted that she would serve as Chair of the Administrative Committee, but would abstain from voting.

The time and date of the meeting was then discussed, and it was agreed to be held at 8:00 A.M., September 23, 1980, at 1095 Market Street, in Room 509.

5. Chair Hayon inquired of Ms. Hale as to the status of the office phone changes. Ms. Hale explained that an inter-office communications line for the COSW had been installed, but that there had been some difficulty in transferring the former Fell Street office number to the new office. She further explained that she and Mr. David Traenor of the Human Rights Commission staff were working on the problem and hoped to have it resolved as soon as possible.

6. M/S/C Brecka/Wong to adopt a resolution (copy attached) to ratify a formal request to the Human Rights Commission to enter into its present relationship with the Commission on the Status of Women. Chair Hayon noted that the resolution would become effective upon the subsequent approval of the Human Rights Commissioners at their next meeting, and would be retroactive to August 18, 1980.

7. Chair Hayon noted that the California Commission on the Status of Women would hold its next meeting in San Francisco on October 3, from 1:00-5:00 P.M., and October 4, from 10:00 A.M.-12:00 P.M., in the State Building, at 350 McAllister Street, in Room 1200. Mayor Feinstein will host a special reception for the California Commissioners, to which all the San Francisco Commissioners would be invited. Chair Hayon encouraged all the Commissioners to attend both the meetings and the reception.

8. Vice-Chair Johnston brought up the need of the office to have a coffeemaker to use for committee meetings. Commissioner Pike offered the use of an extra one available from her office. Chair Hayon requested that Ms. Hale coordinate with Commissioner Pike to put her coffeemaker to use.

9. Chair Hayon emphasized the importance of all Commissioners and staff to work together, noting that she and Vice-Chair Johnston should be considered as a team. She encouraged each Commissioner to contact Vice-Chair Johnston for information and assistance if they were unable to contact the Chair.

10. Committee Reports:

A. Coordination of Services Committee, Commissioner Hitchens, Chair:
Commissioner Hitchens explained that in discussions with members of the community, she had determined that a more appropriate title for this committee would be "Resource Development," and requested that the committee's title be so changed. Chair Hayon replied that she saw no problem with such a change, and it was agreed that in the future the committee would be known as the Resource Development Committee.

Commissioner Hitchens continued to report that the Committee has currently set two major goals for this year:

(1) to develop a current directory of services available in the area of violence against women. This information would be published in pamphlet form in various languages appropriate to the Bay Area, and widely distributed.

Commissioner Corteza inquired as to the availability of funds to produce such a pamphlet. Chair Hayon noted that it would be the responsibility of each committee to raise funds for their individual projects, and that their efforts should be coordinated with the Friends of the Commission on the Status of Women.

(2) to prepare an distribute a questionnaire to agencies which provide services in the area of violence against women, in order to identify needs which may be addressed by the Commission.

Commissioner Hitchens noted that she had discussed with Vice-Chair Johnston the possibility of coordinating public hearings which may be conducted with the Domestic Violence Committee regarding Senate Bill 1246 and Assembly Bill 1946, those bills which propose to provide funding for county domestic violence programs.

B. Domestic Violence Committee, Commissioner Johnston, Chair:
Commissioner Johnston reported that she was recruiting members for this committee from the former Criminal Justice Committee. The Committee met on September 8, 1980, and work had begun on an exciting project. The Committee is currently monitoring the progress of Senate Bill 1246 and Assembly Bill 1946, which if passed would provide funds for county domestic violence programs through monies gathered from state marriage license fees. Commissioner Johnston explained that such funds would need the approval of the Board of Supervisors, who would also designate a city agency to monitor their disbursement. She explained that it would be the Committee's role to monitor the progress of these bills and to actively solicit support from the Board of Supervisors to assure that the Commission would be appointed the monitoring agency for these funds, should the bills pass.

Commissioner Johnston also mentioned that she had been working closely with Commissioner Hitchens to coordinate plans for the public hearings which would be held regarding these bills.

C. Legislation Committee, Commissioner Pike, Chair:
Commissioner Pike reported that she and Commissioner Brecka, Vice-Chair, had met to review the former Legislation Committee's files and to discuss the direction of the Committee. Commissioner Brecka noted that she had brought to this meeting many old files from the former office on Fell Street. Commissioner Pike stated that she had recruited four women to work with the Committee, and that Senator Marks' Sacramento office is preparing a summary of legislation relevant to the COSW and violence against women. Chair Hayon asked that when this summary is received, a copy should be sent to each Commissioner. Commissioner Pike observed that she would like representatives from the Friends and Womenews on the Committee. The next meeting of the Committee is scheduled for 5:30 P.M. on September 25, 1980, at Commissioner Pike's home, 1800 Broadway.

D. Publicity/Community Relations, Commissioner Sandlin, Chair:
Since Commissioner Sandlin was absent, Vice-Chair Johnston delivered this Committee's report.

Commissioner Sandlin had been active in beginning the Committee's initial public relations efforts. She had written an article for Womenews and perhaps other publications, appeared as a talk show guest for KPOO radio, and begun outreach activities in the Hunter's Point-Bayveiw communities and the Spanish-speaking media. Vice-Chair Johnston noted that she had appeared as a talk show guest on KNBR radio with Ms. Bridget Wynne of Women Against Violence in Pornography and Media, on a program dealing with violence against women.

F. Friends' Liaison, Commissioner Lorraine Wiles:
Commissioner Wiles reported that the next general membership meeting of the Friends would be held at 6:30 P.M. on October 2, 1980, in the Boardroom at the Museum of Modern Art.

Commissioner Wiles also stressed the need for all members of the Commission to work closely and cooperatively with members of the Friends and the Womenews staff, observing that strong support was needed for all of the Commission's efforts.

G. Rape Committee, Commissioner Farac, Chair:
As Commissioner Farac was absent, Commissioner Wong reported that she and Commissioner Farac had not held a meeting together as yet, but would schedule one as soon as possible.

Vice-Chair Johnston noted that Commissioner Farac and Ms. Hale had been very active in working with the coalition of women who were organizing the "Take Back the Night" march on October 11, 1980. Chair Hayon urged all Commissioners to participate in the march, saying that she viewed it as the Commission's inaugural event in its work regarding violence against women.

Vice-Chair Johnston further emphasized the importance of the Commission representation at the march. Chair Hayon mentioned that Ms. Laura Lederer's book, entitled Take Back the Night, is now published, and that the March issue of Womenews has been reserved for giving primary coverage to COSW activities.

12. Report on Copenhagen Conference, Commissioner Hitchens:
Commissioner Hitchens remarked that the agenda description of her report was somewhat misleading, as she had offered only to obtain information regarding a presentation before the Commission on the Copenhagen conference. She noted that the Women's Center at San Francisco State University was coordinating a seminar featuring women who had attended the Copenhagen conference, two official representatives to the U.N. Conference, and one who had attended the alternate conference.

M/S/C Hitchens/Wong to offer the San Francisco State University Women's Center the co-sponsorship of the Commission on the Status of Women of their presentation of a seminar/conference on the Copenhagen Conference.

13. Chair Hayon called for any request for support or presentations from the audience. There were none.

14. Other items:

A. Chair Hayon discussed the Heart Association's plans to sponsor with the COSW a "Try Physcial Fitness on for Size" Day at Fort Mason on Saturday, November 8, 1980. Speakers on physical fitness, health, diet, and exercise will be featured. Various kinds of exercise equipment will be available and activities planned, so that women may experiment with different formats. Chair Hayon noted that physical fitness complemented the Commission's priority issue, as "a physically-fit woman exudes an air of confidence and is less likely to be attacked."

M/S/C Brecka/Wiles to endorese and co-sponsor with the American Heart Association a "Try Physical Fitness on for Size" Day at Fort Mason, on November 8, 1980.

B. Commission Wiles reminded everyone that the Friends General Membership meeting will be held Thursday, October 2, 1980, at 6:30 P.M. in the Boardroom at the Museum of Modern Art. All were encouraged to attend.

C. Vice-Chair Johnston announced that an ad hoc committee of women had been formed to work for the retention of San Francisco's women supervisors, and encouraged all Commissioners to work with that committee. She advised that she would send the Commissioners the necessary background information.

Chair Hayon pointed out that San Francisco was on the verge of losing its unique position of having a large proportion of elected officials who are women. Commissioner Brecka suggested a reception honoring these women prior to the November election. Chair Hayon suggested that perhaps the Friends could help coordinate such a reception.

D. Commission Wong encouraged those present to attend the trade exhibit at Fort Mason for and by the People's Republic of China.

E. Chair Hayon mentioned that the "Chinese in America" exhibit was now open at the Chinese Art Galery/Chinese Playground.

15. There being no further business, Chair Hayon adjourned the meeting at 5:40 P.M.

City and County of San Francisco Commission on the Status of Women

RESOLUTION

Whereas the San Francisco Commission on the Status of Women budget for fiscal year 1980 has been substantially reduced, thus resulting in a subsequent reduction in staff and in funds available for day-to-day operations, it is hereby resolved to request that the San Francisco Human Rights Commission enter into a relationship with the San Francisco Commission on the Status of Women whereby the Human Rights Commission will provide contractual support to the Commission on the Status of Women as necessary and feasible.

Whereas, it is understood that the Commission on the Status of Women will remain an autonomous body within the strictures of its founding ordinance insofar as its principal activities and policies are concerned, and that the Human Rights Commission will coordinate and provide staff and personnel services to the Commission on the Status of Women as necessary and feasible.

Whereas, it is further understood that the guidelines and boundries of this relationship will be agreed upon as to specific details between the Chair of the Commission on the Status of Women and the Director of the Human Rights Commission, acting on behalf of the Human Rights Commission.

Therefore, be it resolved, that this resolution shall constitute a formal request as delineated in Section 12A.4 of Ordinance No. 363-80, and shall take effect as of August 18, 1980, upon the approval of the Human Rights Commission.

(415) 558-5987 1095 Market Street, Room 505 San Francisco 94103

City and County of San Francisco **Commission on the Status of Women**

AGENDA

Commission Meeting
101 Grove Street, Room 300

October 14, 1980
4:30 P.M.

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I. Call to Order/Roll Call

II. Minutes of Meeting of September 16, 1980

III. Correspondence

IV. Chair's Reports

V. Committee Reports

A. Domestic Violence

B. Legislation

C. Publicity/Community Relations

D. Resource Development

E. Rape

VI. Presentation by Ms. Maxine Grodjinsky regarding employment conflict

VII. Presentation by Ms. Judith Mallory regarding national conference on violence against women

VIII. Presentation by Ms. Vicki Rathbone regarding Human Rights Commission recommendation to the Civil Service Commission on sexual harassment

IX. Presentation by Ms. Kate Walsh regarding "Try Physical Fitness on For Size" Day, co-sponsored by the Commission and the American Heart Association

X. Other Business

XI. Announcements

XII. Adjournment

(415) 558-3653 1095 Market Street, Room 505 San Francisco 94103

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City and County of San Francisco
Commission on the Status of Women
1095 Market Street, Room 505
San Francisco, California 94103
(415) 558-3653

M I N U T E S

Commission Meeting
101 Grove Street, Room 300

October 14, 1980
4:30 P.M.

1. The meeting was called to order by Chair Beverly Hayon. Roll Call:

   COMMISSIONERS PRESENT: Hayon, Johnston, Brecka, Farac, Hitchens, Sandlin, Wiles, Woig

   COMMISSIONERS EXCUSED: Feinberg, Pfile

   COMMISSIONERS ABSENT: Corteza

   OTHERS PRESENT: Jacquie Hale, COSW Administrative Aide; Terri Simpson, Aide to the Mayor; Gail Roberts, Coordinator, Human Rights Commission; Maxine Grodjinsky; Linda Graham; Judith Mallory; Vicki Rathbone; Kate Walsh

2. M/S/C Farac/Sandlin to approve the minutes of the meeting of September 16, 1980, as distributed.

3. Chair Hayon asked Ms. Hale to report on any special items regarding correspondence or office procedures. Ms. Hale reported that there were no other correspondence items received which required special attention since the mailing of the Commissioners' meeting packets. She also reported that the Commission office's former phone number, 558-3653, was now in full operation, and that no other items regarding office procedure currently required the Commissioners' attention.

   Chair Hayon then asked the Commissioners if they had any comments or requests regarding office procedures or correspondence. There were none.

4. Chair Hayon reported that no new items had come to her attention to be addressed under the "Chair's Report."

   She then requested that the committee reports and other regular business items be taken out of order, after the scheduled presentations on the agenda. As there were objections, the agenda was moved to item VI.

5. Chair Hayon asked Ms. Maxine Grodjinsky to deliver her presentation regarding her employment conflict. Ms. Grodjinsky explained that she has been employed as a Senior Personnel Analyst with the Department of Public Health for the past two and a half years as a permanent, part-time employee, sharing her position with other half-time employees for her first two years. For the past six months, the other half-time position for her job has been vacant. She explained that in August of this year, she was notified by Mr. Ed Gazzano, Director of Personnel for Department, that her position as a half-time employee would be eliminated, because the other half of her position was vacant.

   She explained that she had brought her employment conflict before the Commission because when her position was originally established, the Commission had supported its establishment as the first job-sharing position within the city employee system. Several other organizations had supported the establishment of her position at that time, including Ms. Grodjinsky has attempted to resolve this matter with Mr. Gazzano, who continues to assert his original position that her job will be eliminated. She explained that although she would prefer to remain in her present position, she was also exploring other part-time employment possibilities in the event her position was indeed terminated.

Ms. Grodjinsky explained that she had contacted many organizations seeking support, including New Ways to Work, Women Organized for Employment, California Women Lawyers, Equal Rights Advocates, and Local 400 of the SEIU; she would like to request the Commission's support as well. She stated that job-sharing is an issue which effects many women, many of whom are only able to work part-time. Full-time employees are routinely protected from employment conflicts such as hers, while part-time employees have no such protection.

Commissioner Brecka asked if her case had been brought before the Civil Service Commission. Ms. Grodjinsky relied that it had not, but that she had notified her union representative of her problems, and of her desire to attempt to resolve the matter through negotiations rather than formal hearings, etc. She added that her union representative was very supportive of her position.

Ms. Linda Marks of New Ways to Work spoke in support of Ms. Grodjinsky. At the time that Ms. Grodjinsky assumed her position, Supervisor Ronald Pelosi and the Commission had lent their support. She explained that there are often large discrepencies between health insurance and other benefits offered to part-time employees and those offered to full-time employees. New Ways to Work favors pro-rating such benefits according to the amount of time worked by part-time employees. Mr. Barney Olmstead of the amount of time worked by part-time employees. Mr. Barney Olmstead of the New Ways to Work staff has been researching the City Charter and the Administrative Code for evidence to support Ms. Grodjinsky's position. She mentioned that Supervisor Silver had two administrative aides which shared one job, and that she might be willing to lend her support to this issue.

Chair Hayon asked if the Commission's Employment Committee had issued a policy statement at the time her position was established. Ms. Marks replied that in 1975, the COSW had endorsed permanent part-time positions with an official resolution, and that at that time a coalition or organizations advocating the establishment of permanent part-time positions made a presentation to the Commission.

Chair Hayon commented that there had not been enough done on this issue since that time. Ms. Marks stated that an ordinance permitting city departments to institute job-sharing was passed in 1977. Chair Hayon asked Ms. Grodjinsky and Ms. Marks what action they would like the Commission to take on this matter, and whether another lobbying effort in favor of such positions should be re-instituted. Ms. Grodjinsky replied that she merely requested the Commission's support in future developments regarding her position. Chair Hayon stated that Ms. Grodjinsky had the support of the Commission, and that it is official Commission policy to endorse her position as presented. She further stated that Ms. Grodjinsky's case would be taken up at the next meeting of the Administrative Committee.

6. Chair Hayon then introduced Ms. Judith Mallory, a professional consultant, and explained that she had asked Ms. Mallory to deliver a presentation to the Commission regarding the preparation involved in development a proposed national conference on violence against women. She explained that Ms. Mallory had extensive experience in preparing conferences of this type. Since discussion surrounding this proposed conference had been as yet indefinite, she hoped that a professional such as Ms. Mallory might initiate more detailed discussion of the preparation involved.

Ms. Mallory began by reminding the Commissioners that the international congress on crimes against women held in Belgium is now five years old. She stated that in her opinion, there was not adequate time for a 1981 national conference of the type proposed; a good national conference would require one and a half to two years of preparation time. She suggested that the geographic scope of the conference might be narrowed to a statewide conference. She emphasized that such a conference should be action-oriented, not a conference of "lament." She stated that there had been some complaints regarding this sort of attitude on the conference in Belgium.

Ms. Mallory estimated that a statewide conference would require eight months to one year of preparation time. She suggested that to begin planning such a statewide conference, a broad coalition should to be formed, composed of representatives from other Bay Area commissions, on the status of women, women's organizations, the legislative level, mental health insitutions, etc. A planning council should be formed, with its first major task being to raise seed money necessary to begin finding sources to underwrite the conference. She suggested that she might work with the initial planning council to develop a funding proposal for this seed money, for possible submission to federal funding programs to the Levi-Strauss Foundation, which has established as its primary funding area programs which focus on violence against women.

She re-emphasized that the primary consideration in planning such a conference is time, and that good organization and well-defined goals are indispensible. She went on to explain that much initial research would need to be done, to expand the Commission's resource lists, develop program formats, etc. She also suggested that a television documentary might be planned in conjunction with the conference, to increase public awareness of the issue.

Chair Hayon thanked Ms. Mallory for her presentation, and stated that she hoped this information would help the Commissioners to further define their ideas regarding this proposed conference and the direction of the Commission. She stated that Mayor Feinstein had expressed her desire for such a conference to be held many times. She suggested that a proposal might be presented to the Friends of the Commission for funds to hire someone to do the initial work involved in planning such a conference, possibly including setting up an agenda for the conference.

Ms. Mallory emphasized that decisions should be made fairly quickly, as time is so important to the preparation of a successful, high-quality conference of this type.

Chair Hayon commented on the differences between planning a statewide conference and a national conference. Ms. Mallory explained that this difference lay mainly in the scope of the target audience addressed by the conference. At a statewide conference national speakers may be included; decisions regarding such issues should be addressed in discussions of needs assissment for the conference. A national conference would necessitate more depth and breadth both in the audience targeted and the issues covered.

Commissioner Hitchens commented that she supported the idea of a statewide conference, and that the first step in preparing for such a conference would be raising the seed money Ms. Mallory had mentioned, to hire a person full-time to begin the initial work.

Chair Hayon asked for other comments from the Commissioners, and remarked that there seemed to be general agreement that the proposed conference would need to be statewide in scope, and that this seed money must be secured first. Chair Hayon then asked Ms. Mallory if she would prepare a one-page fundraising proposal for such money, for presentation to the next meeting of the Administrative Committee, which Ms. Mallory agreed to do.

7. Chair Hayon then asked for the presentation from Ms. Vicki Rathbone, Human Rights Commission staff member working with the HRC Employment Committee, regarding the HRC's proposed recommendation to the Civil Service Commission on sexual harassment.

Ms. Rathbone began by saying that the idea for such a recommendation was originated by a member of the HRC Employment Committee who had formerly worked with the Civil Service Commission. She explained that Mr. Frank Quinn of the Equal Employment Opportunity Commission had been invited to the last Employment Committee meeting to speak on the subject. He explained at that meeting that sexual harassment should be treated as racial harassment is treated since sexual harassment

also consists of actions used by an employer to take advantage of his/her position of authority to keep an employee in his/her place. She explained that most cases of sexual harassment involve individuals in low-paying positions as victims, persons who are particularly vulnerable to such harassment, as they are in an economically precarious position, disadvantageous to refusing propositions usually included in sexual harassment.

She went on to explain that all Civil Service Commission complaints regarding sexual harassment to date have been from gay men. Mr. Quinn has stated that consciousness-raising is the most important part of this issue, as most people are unaware of either what constitutes sexual harassment, or the extent to which it is an urgent problem. Ms. Rathbone stated that representatives from Women Organized for Employment who serve on the Employment Committee have explained that sexual harassment is considered a normal kind of interaction in the workplace, an assumption which might be changed with an increased awareness of the issue.

The HRC recommendation, when finalized, would ask the Civil Service Commission to require each city department to formally adopt the policy, much as they had asked each department to adopt the recent HRC recommendation regarding racial slurs made by public employees. She explained that many members of the HRC Employment Committee felt that the EEOC policy regarding sexual harassment was extremely broad, and that there had been some feeling that the HRC's recommendation to make it more accurately reflect policies similar to those stated in the EEOC policies.

Chair Hayon then adked that either Commissioner Corteza or Commissioner Wong attend the next HRC Employment Committee meeting to stay up to date on this matter. Commissioner Wong agreed to attend that meeting. Ms. Rathbone advised her that it would be held at 870 Market Street, Room 920, at 9:30 A.M. on November 6, 1980.

M/S/C Johnston/Wong to co-sponsor with the Human Rights Commission of San Francisco a recommendation to the Civil Service Commission regarding sexual harassment, in its final form, as approved by the Human Rights Commission.

Commissioner Wong noted that the federal government had passed legislation regarding sexual harassment, but that the State government had not.

8. Chair Hayon then asked for a presentation by Ms. Kate Walsh, member of the Friends of the COSW Board of Directors and co-coordinator of "A Day to Try Physical Fitness on For Size" (to be held November 8, 1980 at Fort Mason), for the American Heart Association, an event which the Commission has agreed to co-sponsor.

Ms. Walsh explained that the concept behind this event is to allow women an opportunity to experiment with different kinds of exercise programs and techniques with other women in a supportive atmosphere. This event relates closely to the Commission's priority issue of violence against women, since a woman in good physical condition is not only better able to defend herself, but is more aware of her abilities and her environment, exuding an air of strength and confidence which may dissuade a potential attacker.

The event is being held in special cooperation with Fleet Feet, Women on the Run, and Adidas. It is co-sponsored by the Embarcadero Women's Forum, Alumni Resources, Women's Forum West, the Financial Women's Club, the Women Sports Foundation, and the Bay Area Executive Women's Forum. The day's activities will include an exercise circuit course designed for beginners as well as those in good physical condition, and specialized exercise and weight-lifing equipment will be available.

Presentations will be made by representatives from Marathons, Inc., Aerobics, Inc., the University of California at San Francisco, the San Francisco Dancer's Workshop, Sue Strickler, a world-class marathon runner, and many others. Presentations on self-defense and nutrition will also be included. She asked for volunteers from the Commission towork at the event; Commissioner Brecka volunteered to help with registration, which will begin at 9:00 A.M.; Commissioner Sandlin offered to provide whatever other assistance may be needed. Commissioner Hitchens asked Ms. Walsh to send her twenty brochures promoting the event to distribute.

9. COMMITTEE REPORTS: Chair Hayon requested that the committee reports be taken out of order, so that the report of the Rape Committee could be heard first. There were no objections.

A. RAPE COMMITTEE, COMMISSIONER FARAC, CHAIR:

As Commissioner Farac, left the meeting early to attend the Community Health Conference, Chair Hayon initiated discussion regarding "Take Back the Night" march held on October 11, and asked Commissioner Brecka and Ms. Hale, who were present at the rallies and march, for their informal feedback on the march.

She said that it had been brought to her attention that there had apparently been problems between the police and the participants in the march and rallies, including reports of at least one woman being physcially assaulted by a policeman.

Commissioner Brecka reported that she had been present only at the beginning rally at Civic Center. She stated that though she had not witnessed any specific problems or incidents between the police and those participating in the march and rallies, she had noted at the time an extremely negative and hostile attitude exhibited by the police towards those participating in the Civic Center rally. She said that she was aware that the coalition which organized the march and rallies had met with the Mayor regarding reported incidences of violence involving the police, and that one formal complaint had been filed by a woman alleging that a policeman had struck her in the face with his billyclub.

Ms. Hale reported that there had been a good turnout for the march, at her estimate approximately 2,000 people at the Civc Enter rally and perhaps more in the march itself and at the rally at Union Square. She noted that she had served as a march monitor, and had stayed mainly at the end of the march. She stated that although she had not witnessed any incidents of police violence directed toward those participating in the march and rallies, there was, as Commissioner Brecka had commented, an obviously hostile attitude on the part of a number of policemen. She also stated tha while she had heard reports from members of the coalition which had organized the march that one woman had been struck in the face with a billy club by a policeman, and that another woman had a cherry bomb thrown in her face which had exploded (apparently thrown by someone in an apartment above the march), she could not corroborate these reports.

Commissioner Wong noted that reports she had heard indicated that two women had been struck in the face with billyclubs by policemen, but that only one woman had filed a formal complaint.

Ms. Hale stated that in her subsequent discussions with members of the organizing coalition, she had learned that they had attempted to meet with the Mayor regarding these reported incidents and were able to meet with Ms. Terri Simpson, Aide to the Mayor, and Mr. Bill Strong, Press Secretary to the Mayor. Ms. Hale added that in the meeting with Mayor Feinstein, members of the coalition, and members of the Commission held the day before the march, she had noted that the Mayor had assured the coalition that the police would accommodate the marchers as much as possible.

She also noted that from her vantage point in the march, it had seemed that the police were continually forcing the marchers onto the sidewalk when in fact there were too many marchers to safely or physically fit on only the sidewald. She also noted that there were manyo nlookers along the march route who were openly hostile and threatening.

She stated she had understood before the march that an understand had been reached between the march coalition and Police Chief Murphy via Commissioner Farac. Commissioner Farac had interceded on behalf of the coalition with Chief Murphy in conjunction with her responsibilities as Chair of the Rape Committee, which worked closely with the coalition to prepare for the march. This understanding was that since the Police Department would only issue the coalition a permit to march on the sidewalk and not to march in the street, due to police personnel limitations, that Commissioner Farac would furnish Chief Murphy with additional information regarding the march and the number of people expected to participate two days preceding the march that if the number of marchers was so large as to not be contained on the sidewalk, that they should allow marchers to go into the street, with the agreement that no one would be cited for permit violations.

Ms. Hale further stated that in her opinion the large majority of participants in both the rallies and the march were extraordinarily peaceful, and that she witnessed no remarks or actions on the part of the rally or march participants which she construed as provocative of either a hostile police attitude or any violent reactions by the police.

Chair Hayon thanked Commissioner Brecka and Ms. Hale for their remarks, and advised the Commission that she understood that the coalition was attempting to pursue this matter further, asking for an investigation by the Internal Affairs Bureau of the Police Department, a full investigation by the Police Commission, and demanding disciplinary action be taken against officers determined to be involved in incidences of police violence. She stated that as a member of the Mayor's Women's Advisory Council, this matter would be brought up as part of that group's regular meetings with the Mayor, and that the Commission would definitely monitor the developments of these issues and support a full investigation of the matter.

Chair Hayon noted that efforts should be made to speak to the coalition members and to keep up to date on their activities regarding this matter, and that a letter should be sent to Chief Murphy asking for a meeting with the Commission, to express their support for the coalition and the need for the Commission to work more closely with the Police Department.

Vice-Chair Johnston expressed her concern that such a meeting be directed toward a definite outcome, whatever that may be, and not be an information-oriented meeting to merely express the Commission's viewpoint. Chair Hayon concurred, and re-emphasized her concern that this matter be satisfactorily resolved.

B. DOMESTIC VIOLENCE COMMITTEE, COMMISSIONER JOHNSTON, CHAIR:

Commissioner Johnston reported that the committee was still working on the Domestic Violence Fund ordinance, actively supporting the appointment of the Commission as the city monitoring agency for these funds. She reported that this ordinance would come before the Finance Committee of the Board of Supervisors on Wednesday, October 22, at 2:00 P.M. She encouraged the active support and presence of the Commissioners at this meeting.

She also reported that letters had been sent to each of the Supervisors informing them of this oridinance, and that letters had been sent to a number of community organizations and Domestic Violence Committee members, many of whom represented domestic programs, requesting their active support. This letter asked them to send a letter to theChair of the Board Finance Committee, Supervisor Renne, in support of the Commission, and to attend the Finance Committee meeting.

She also reported that various members of the committee were scheduled to speak to individual supervisors regarding this ordinance, and that many experts in the field of domestic violence were scheduled to speak on behalf of the Commission at the Finance Committee meeting. In addition, the Mayor would be asked to send a letter to the Board of Supervisors regarding this ordinance, to be read at the Board's meeting on October 27. She requested volunteers to assist the Committee in its work on this matter; Commissioner Sandlin agreed to assist the committee, and to meet with Commissioner Johnston.

C. LEGISLATION COMMITTEE, COMMISSIONER PIKE, CHAIR:

In the absence of the Chair, Commissioner Brecka, Vice-Chair delivered the committee's report.

She noted the legislative update related to violence against women prepared by the committee which had been included in the Commissioners' meeting packets and available to the public at this meeting.

She reported that she had attended a breakfast meeting with Senator Alan Cranston, at which the Senator noted that the Domestic Violence Act, HR 2977, would come before the Senate again on November 11; there is likely to be a close vote on this legislation.

She also reported that there were no new members of the committee to date, but that she and Commissioner Pike were continuing their recruiting efforts for committee members.

D. PUBLICITY/COMMUNITY RELATIONS COMMITTEE, COMMISSIONER SANDLIN, CHAIR:

Commissioner Sandlin reported that since she had been on a long vacation recently, there were not many new developments in this committee.

She further reported that she had compiled a media list and had contacted many women in the media by phone. In addition, she was drafting a letter to be sent to the media regarding the Commission and its priority for the year, and that she would be meeting with Chair Hayon to discuss the committee's activities.

She also reported that she had spoken with many women who were interested in the Commission's activities, particulary the Rape Committee, and had referred them to the appropriate committee chairs.

E. RESOURCE DEVELOPMENT COMMITTEE, COMMISSIONER HITCHENS, CHAIR:

Commissioner Hitchens reported that the list for the committee's planned pamphlet of resources related to violence against women was nearly finished, and that a meeting would be held the following week to complete work on this list. The next step in work on this project would be to secure printing estimates and to raise funds for printing and distribution.

She also reported that there are now four members working on the committee, and that the committee is still recruiting new members. Chair Hayon asked for a list of the committee members to be forwarded to Ms. Hale, which Commissioner Hitchens agreed to do.

E. FRIENDS OF THE COMMISSION, COMMISSIONER WILES, LIAISON:

Commissioner Wiles reported on the meeting of the Friends Board of Directors held on October 2, at which new Board members were elected. The new members of the Friends' Board are: Diana Coleman, Bobbie Griffith, Monica Kehoe, Sylvia Kenduck, Marcia Mim, and Janet Montgomery.

Commissioner Wiles also reported that Ms. Hale had presented to the Friends Board a request for funds for "Take Back the Night," and asked Ms. Hale to report on this request.

Ms. Hale reported that she had requested that the Friends provide funds for a $500 refundable deposit required by the Recreation and Parks Department to secure theuse of Union Square and Civic Center parks for the "Take Back the Night" rallies, as part of her work with the Rape Committee. Through a series of communications among Commissioner Farac, Chair of the Rape Committee, Ms. Helen Marte Y Bautista, newly-elected President of the Friends Board, the subcommittee members Ms. Bautista had appointed at that meeting to address her request (Diana Coleman, Sylvia Kenduck, and Janet Montgomery), and herself, the conclusion had been reached that the Board was unable to provide funds for such a deposit, as the Friends can only supply funds to support events which the Commission has officially co-sponsored, which the Commission had not done. Ms. Hale also reported that although Ms. Bautista and the Friends Board in general were not opposed and indeed were quite supportive of "Take Back the Night" and the Commission's involvement in the event, in view of their stated policy, they unfortunately could not support the event in this particular way.

Commissioner Wiles reported that the next meeting of the Friends would be a dinner meeting held at Ms. Bautista's home on November 10, 1980, at 6:30 P.M. She encouraged all Commissioners to attend and to contact her or Ms. Bautista for further information.

Commissioner Johnstaon noted that there was a need to initiate further discussion with the Friends Board members, and asked that they be invited to an placed on the agenda of the next Commission meeting.

10. Chair Hayon asked if there was any other business to be conducted this meeting. There was none.

    She suggested that there was a need to separate the correspondence in the Commissioner's meeting packets which directly related to violence against women, which directly related to violence against women, which Ms. Hale agreed would be done.

11. ANNOUNCEMENTS: Chair Hayon announced that the next meeting of the Commission would be held on November 18, 1980, at 4:30 P.M., at 101 Grove Street, Room 300. Commissioner Brecka suggested that a warm welcome be extended to the Friends Board members attending that meeting, and volunteered to arrange for refreshments.

    Commissioner Johnston announced that there would be a conference of Black Women Lawyers on Saturday, November 15, 1980, and that they had asked for the Commission's support.

    She also announced that Women in Criminal Justice would meet on October 16, 1980, at Zukor's, and encouraged all Commissioners to attend and vote.

12. There being no further business, Chair Hayon adjourned the meeting at 6:06 P.M.

JH:sa
11/6/80

City and County of San Francisco **Commission on the Status of Women**

AGENDA

Commission Meeting
101 Grove Street, Room 300

November 18, 1980
4:30 P.M.

I. Call to Order/Roll Call

II. Minutes of Meeting of October 14, 1980

III. Correspondence

IV. Presentation by Ms. Helen Marte Y Bautista, President, Friends of the Commission on the Status of Women

V. Presentation by Ms. Paula Tobin, San Francisco Child Abuse Council

VI. Chair's Report

VII. Committee Reports

- A. Domestic Violence
- B. Legislation
- C. Publicity/Community Relations
- D. Resource Development
- E. Rape
- F. Friends Liaison

VIII. Other Business

IX. Announcements

X. Adjournment

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MINUTES

Commission Meeting
101 Grove Street, Room 300

November 18, 1980
4:30 P.M.

1. In the absence of Chair Hayon, Vice-Chair Johnston called the meeting to order. Roll call:

   COMMISSIONERS PRESENT: Johnston, Corteza, Farac, Hitchens, Pike, Sandlin, Wiles, Wong

   COMMISSIONERS EXCUSED: Hayon, Brecka, Feinberg

   OTHERS PRESENT: Helen Marte Y Bautista, President Friends of the Commission; Janet A. Montgomery, Mary Joy Ostrowski, Phyl Smith, Members, Friends of the Commission Board of Directors; Paula Tobin, San Francisco Child Abuse Council; Lori Nairne, Wages for Housework; Linda Eberth, Sexual Trauma Services; Brandy Moore, Chamber of Commerce; Judy Keeven, A.A. Adams; Jaccate; Cathy Koechlin; Sue Grissom.

2. M/S/C Hitchens/Wong to approve the minutes of the meeting of October 14, 1980, as distributed.

3. Vice-Chair Johnston asked if there were any questions regarding correspondence or office procedures. There were none.

4. As Ms. Helen Marte Y. Bautista was not present for her presentation, Vice-Chair Johnston asked for the presentation from Ms. Paula Tobin of the San Francisco Child Abuse Council.

   Ms. Tobin explained that she had wanted to make a presentation to the Commissioners to inform them of the issues and problems surrounding child abuse. The San Francisco Child Abuse Council is an organization which focuses on training and education related to child abuse, which it defines as any physical abuse or non-accidental injury inflicted on a child by his/her guardian or parent. There are 1-2½ million children abused each year in the United States, 2,800 a year in San Francisco alone (according to statistics provided by San Francisco Children's Emergency Services). These statistics show that most incidences of child abuse in San Francisco are reported in the Mission and Westside Districts, which Ms. Tobin explained was most likely due to the larger number of contacts residents in these districts have with the public health system.

   Ms. Tobin then described the five patterns of abuse most frequently recognized in abused children: the "hider," a child who avoids or tries to hide from personal or physical contact; the "aggressive" child, who strikes out at others; the "provocateur," the child who appears to invite abuse as his/her only means of obtaining physical attention; the "scapegoat," the child who is used as the target for his/her abuser's hostile feelings; and the "caretaker," the child who compensates for his/her own lack of attention and affection by lavishing affection on others.

   Ms. Tobin stressed that child abuse is not limited to physical abuse, but often includes emotional abuse as well, and cited the film "Ordinary People" as a good portrayal of a typical pattern of behavior wherein the child is blamed for things which are not his/her fault. She explained that

there are different degrees of emotional abuse, and that everyone has probably either experienced or participated in emotional abuse of a child to some degree.

Ms. Tobin explained that there are often serious aftereffects of child abuse which affect abused children in their adolescent and adult lives. This is particularly evident in San Francisco, where a study done by Ms. Mimi Silbert has shown that 57% of all San Francisco female street prostitutes were abused as children, and that many male prostitutes were abused children as well. Such aftereffects are also apparent in the "acting out" behavior of teenagers whose aggressive behavior often leads to incarceration or the continuance of the "cycle of abuse," wherein parents who were absued as children in turn become abusive or destructive parents. Ms. Tobin stated that 85% of abusive parents fall into this category.

Ms. Tobin described three patterns of behavior common to abusive parents: the parent who is a severe perfectionist, who expects too much from his/her child; the parent who is verbally abusive to his/her child in public and expresses a severe fear of humiliation, usually accompanied by the attitude that the child is punishing the parent with their behavior; the parent who is neglectful of his/her children, whose own needs are not met, and who is usually addicted to an expensive alcohol or drug habit. Ms. Tobin explained that there is usually no essential physical bonding between the abusive parent and his/her child during the child's first week of life, and that special parenting programs have now been begun in a number of hospitals to attempt to prevent this lack of bonding and inform parents as to how to avoid becoming abusive.

Ms. Tobin stated that while it is somewhat difficult to differentiate between discipline and abuse, the San Francisco Child Abuse Center counsels against spanking or coporal punishment in general, especially when the parent or guardian is angry.

Ms. Tobin related that while abused children are often taken out of their homes and placed with foster parents, foster homes are not necessarily good environments for abused children. Often the children are again abused in the foster home, as the pressures involved in foster parenting are often similar to those faced by the child's parents.

Ms. Tobin suggested that to improve the status of abused children, support should be given to Senate Bill 1, which will be introduced to the State Legislature next year. This legislation will redesign the Social Service System and will redress the ills of the foster parent system. She also suggested that support be given to the Youth Advocacy Project, a coalition of seven agencies which have formed to focus on reforms in the child welfare and juvenile justice systems. The Project will be making an educational presentation to the Board of Supervisors in February 1981 regarding these reforms, to which Ms. Tobin invited all of the Commissioners.

Vice-Chair Johnston thanked Ms. Tobin for her presentation and asked for questions from the Commissioners. As there were no specific questions at the time, Vice-Chair Johnston stated that Ms. Tobin's presentation and the issue of child abuse in general would be taken up at the next meeting of the Administrative Committee of the Commission.

5. Vice-Chair Johnston then asked for the presentation from Ms. Helen Marte Y Bautista, President of the Friends of the Commission, who was then present.

Ms. Bautista began by stating that her report would also be delivered in a letter to Chair Hayon. She reported on the most recent meeting of the Friends Board of Directors on November 12, 1980. There are six new members of the Friends Board of Directors: Diana Coleman, Bobbie Griffith, Alexandra Finiw, Sylvia Kendrick, Janet Montgomery, and Marsha Mim.

The Friends have adopted a general plan for fundraising during the coming year, which includes the formation of four committees: Corporate Funding, Caryn Lombard, Chair; Third Annual Luncheon, Katie Banks, Chair; Advertising Solicitations, Mary Joy Ostrowski, Chair; and Fifth Annual Auction, Helen Marte Y Bautista, Chair. The Third Annual Luncheon will be held on February 13, 1981; the Fifth Annual Auction will be held on June 4, 1981. There is already much enthusiasm for the Annual Luncheon. Ms. Maureen Regan has agreed to serve as one of the Luncheon's featured speakers. The Advertising Solicitations Committee plans to explore and expand advertising solicitations for Womenews, which is currently the primary source of funds for the Friends.

Ms. Bautista mentioned that cooperation between the Friends and the Commissioners has been positive so far, which enhances the public image of both organizations. She commented that corporate fundraising and the expansion of advertising solicitations are both new directions for the Friends to which she hoped the Commissioners would lend their support.

The Friends would like the Commission to act as a catalyst in the Friends' fundraising efforts, and to aid the Friends by (1) assisting in the creation of a brochure on the Commission, which would include descriptions of the Commission's accomplishments since its inception, and (2) preparing a list of funding needs priorities, including descriptions and estimated budgets for the various projects which the Commission would like to undertake. Ms. Bautista reminded the Commissioners that the funds the Friends would be able to raise in the coming year would be limited, and that the current estimated budget for Womenews for this year is $8,000.

Ms. Bautista then reminded the Commissioners of their commitment to support of the Equal Rights Amendment, and asked them to revitalize this commitment and to continue their boycott of the states which have not ratified the amendment. Towards this end, she suggested that the Commission (1) send a letter requesting such cooperation from all city agencies in this boycott, (2) request that the Mayor enforce the boycott policy throughout city government, and (3) request that the Board of Supervisors adopt a formal policy for public agencies regarding the boycott, if they had not already done so.

Vice-Chair Johnston thanked Ms. Bautista for her presentation and expressed the Commissioners' desire to cooperate as fully as possible with the Friends. Ms. Bautista reminded the Commissioners that the next meeting of the Friends Board of Directors would be held on Monday, December 1, 1980, at 6:00 P.M., in the Conference Room of Crocker Citizens Bank, at 595 Market Street.

6. Vice-Chair Johnston then asked for the presentation from Ms. Lori Nairne of Wages for Housework.

Ms. Nairne began her presentation by explaining that she represented a group of women who were planning a forum on January 31, 1981, to follow-up on the World Conference of the U.N. Decade for Women held in Copenhagen this past July. She explained that although the pre-Conference meeting held this year had attracted over 1,000 women, no follow-up had yet been conducted to review the decisions and accomplishments of the Conference. Media coverage for the Conference had been poor, often focusing on sensational aspects of the Conference and not on the substantive work accomplished. Since Congress had voted against the proposed plan of action produced by the Conference, there had been little work done. The aim of the follow-up forum would be to more effectively communicate and continue the work done in Copenhagen.

The format of the follow-up will consist of two sessions, the first dealing with the outcome of the Copenhagen Conference, the second more closely focused on the relevance of the Conference to California, including a discussion of the Women's Conference in Houston. She mentioned that a slide show and entertainment by the Older Women's Readers Theatre was currently planned for the forum.

The forum planning group's basic needs to prepare for the forum included a space in which to hold the forum and access to publicity mailing lists. Ms. Bautista reminded the Commissioners that the Friends of the Commission could not provide financial support to any organization or event without the official co-sponsorship fo the Commission. After some discussion of the role of the Commission as either a co-sponsor or endorser of events such as the planned forum, it was decided by consensus and with the agreement of Ms. Nairne that the Commission would endorse the forum, and would work with Ms. Nairne regarding securing a space for the forum and publicity mailing lists. Vice-Chair Johnston stated that the details of the Commission's involvement in the forum would be taken up at the next meeting of the Administrative Committee.

M/S/C. Farac/Pike to endorse the planned follow-up forum to the World Conference of the July 1980 U.N. Decade for Women held in Copenhagen in July 1980, to be held on January 31, 1980, as presented at the November 18, 1980, meeting of the Commission by Ms. Lori Nairne.

7. Vice-Chair Johnston noted that Ms. Minerva Massen of the Women's International League for Peace and Freedom was not able to be present at the meeting.

8. COMMITTEE REPORTS:

A. DOMESTIC VIOLENCE COMMITTEE, COMMISSIONER JOHNSTON, CHAIR:

Commissioner Johnston reported that the Commission had been appointed as the city monitoring agency for the Domestic Violence Fund, which implements Senate Bill 1246 and Assembly Bill 1946. The Committee met on November 17, 1980, to discuss implementation of the Fund, which has accumulated $12,451 as of October 21, 1980. The Committee set the date for a public hearing relative to the Domestic Violence Fund, to be held on December 16, 1980, from 3:00 to 6:00 P.M. in Room 1202 of the State Building, located at 350 McAllister Street in San Francisco.

The Committee will be sending letters to all interested parties and organizations notifying them of the existence of the Fund, the Commission's role as monitoring agency, and the date, place, and time of the public hearing. The letter will also invite short proposals from organizations wishing to be considered for funding and will ask individuals and organizations to attend the hearing to speak on behalf of organizations applying for funds.

In response to a questions by Commissioner Wong, Commissioner Johnston stated that current estimates indicate that the Domestic Violence Fund will accrue approximately $50,000 per year to be allocated to local existing domestic violence programs, upon the approval of the Board of Supervisors, to whom the Commission will recommend organizations to be funded.

B. LEGISLATION COMMITTEE, COMMISSIONER PIKE, CHAIR:

Commissioner Pike reported that there are currently forteen members on the Committee, and that the next meeting of the Committee will be on December 9, 1980, at 4:30 P.M. in Room 509 at 1095 Market Street.

In an update on the status of HR 2977, the national domestic violence bill, Commissioner Pike reported that the compromise version of this bill was passed on October 1, 1980, and is currently pending in the Senate. In communications with Senator Cranston's office, she had learned that though there is no current schedule for when the bill will be considered, Senator Cranston's office is trying to have the bill considered before the Senate adjourns, in which case they feel the bill will have a good chance of passing. She stated that she would keep the Commissioners up to date on any further developments regarding this legislation.

C. PUBLICITY AND OUTREACH COMMITTEE, COMMISSIONER SANDLIN, CHAIR:

Commissioner Sandlin reported that to date, the Committee has:
(1) developed a visual, audio, and written media roster;
(2) conducted a selected sample survey to identify people interested in joining the committees of the Commission;
(3) advocated and obtained support from community organizations and individuals to send letters of support to encourage the Board of Supervisors to select the Commission as the monitoring agency for the Domestic Violence Fund;
(4) sent letters of invitation to a number of media persons to become members of the Publicity and Outreach Committee, and to attend the Committee's first meeting on Thursday, December 4, 1980, 12:00 Noon to 1:00 P.M., at the Mission Neighborhood Health Center, Conference Room, 240 Shotwell Street, San Francisco.
(5) prepared letters to individuals and groups asking for input on issues facing the needs of California women as requested by the California Commission on the Status of Women.

D. RESOURCE DEVELOPMENT COMMITTEE, COMMISSIONER HITCHENS, CHAIR:

Commissioner Hitchens reported that the Committee has composed a list of emergency services available to women who have been victims of violence, including those victims of domestic violence, rape, and street violence. The Committee has sent a copy of this listing to design consultants for suggestions as how best to publish this listing in pocketbook size.

The Committee is also securing estimates regarding printing costs, including investigation into the possibility of an in-kind donation from major corporations who have printing capabilities. She stated that the Committee hopes to publish the pamphlet in three languages, and is investigating sources for translations. The Committee is currently planning an inital run of 30,000-50,000 copies of the pamphlet.

E. RAPE COMMITTEE, COMMISSIONER FARAC, CHAIR:

Commissioner Farac reported that there had been no formal meeting of the Committee as yet. She asked Ms. Hale to report on the meeting of the Police Commission on October 29, 1980, regarding the "Take Back the Night" march and rallies.

Ms. Hale reported that she had attended the meeting to offer her testimony regarding the march and rallies at the request of Commissioners Hayon, Farac, and Brecka. Ms. Leslie Levy of the "Take Back the Night" march coalition was first to testify before the Police Commission, after that Commission's advisement that no specific names or badge numbers of individual police officers should be included in testimony regarding the march and rallies. Such testimony would necessitate the Commissioners' disqualification from participation in disciplinary hearings should the investigation currently being conducted by the Police Department's Internal Affairs Bureau result in specific charges being brought against individual officers.

Ms. Levy testified as to her view of what occurred the night of the march regarding the conduct of the police assigned to the march and rallies, indicating that at least one woman was struck in the face by a police officer with his billyclub. She stated that the police assigned to the march and rallies were often openly hostile and uncooperative towards the members of the coalition and those participating in the march and rallies. She stated that the marchers were consistently forced onto the sidewalk, where it was dangerous to march due to the openly hostile and aggressive behavior of onlookers, and where it soon became physically infeasible to march due to the large number of marchers. This was in

opposition to the assurances the coalition had received prior to the march from Mayor Feinstein and Police Chief Murphy, who had assured the coalition that although only a sidewalk permit to march would be granted to the coalition, that if the number of marchers was large enough, there would be "no problem" with the march spilling into one lane of the street. Mayor Feinstein had also assured the coalition at a special meeting the day prior to the march that everything possible would be done to "accommodate" the marchers. Ms. Levy also answered allegations that the marchers had obstructed traffic by commenting that at no time was more than one lane of traffic occupied by the marchers.

The Police Commissioners expressed their concern that the investigation being conducted by the Police Department Internal Affairs Bureau be performed as quickly and thoroughly as possible, and directed that the Bureau report on the investigation's progress to the Commissioners within the following two weeks. The Commissioners advised Ms. Levy that the coalition would be contacted as to the progress of the investigation at that time, and until that time, no further action could be taken. (Please see Police Commission files for a complete report of Ms. Levy's testimony.)

Vice-Chair Johnston thanked Ms. Hale for her report and asked that she keep the Commissioners informed as to further developments regarding the investigation and the coalition's actions.

F. FRIENDS OF THE COMMISSION, COMMISSIONER WILES, LIAISON:

Commissioner Wiles reported that her report had been covered adequately by Ms. Bautista's presentation, and reminded the Commissioners of the next Friends Board of Directors meeting.

10. OTHER BUSINESS:

Commissioner Wong requested the passage of several resolutions of which she had included drafts in the Commissioners' meeting packets that day. Some discussion followed of procedures regarding the submission of resolutions for adoption, whereupon it was decided by consensus to adopt one of the proposed resolutions, and to refer the remainder to the Administrative Committee. M/S/C/ Wong/Corteza to adopt the following resolution:

RESOLVED, That the San Francisco Commission on the Status of Women officially welcomes the Acrobats of Canton currently visiting San Francisco from the People's Republic of China, and recognizes their unique and rich contribution to the culture and goodwill between the United States and the People's Republic of China.

11. ANNOUNCEMENTS:

Ms. Hale announced that though Ms. Minerva Massen of the Women's International League for Peace and Freedom was unable to attend the meeting to make her presentation, she had phoned the Commission office to inform the Commissioners of a follow-up conference to the WILPF conference held on September 27, 1980, which was entitled, "The Arms Race vs. The Human Race: Women Confront Social and Economic Problems." The follow-up conference will be held at the Women's Building, 3543 18th Street in San Francisco, on December 4, 1980, at 4:00 P.M., with a potluck dinner afterward. Ms. Hale commented that she would soon be receiving written materials regarding the conference from Ms. Massen, and would forward them to the Commissioners as appropriate.

Ms. Hale also announced that she had received a call from Ms. Sue Martin of the Family Violence Project, requesting that a letter of support from the Commission to the Department of Health and Human Services be sent to aid in the Project's application for a grant from that agency. The grant would enable the Project to expand its services to children, and to add a family violence intervention service and a community networking/education component.

M/S/C Sandlin/Hitchens to send a letter in support of the Family Violence Project's application for a grant to the Department of Health and Human Services.

Commissioner Corteza announced that there would be a memorial mass for Ms. Norma Jusete on the following Sunday. Ms. Jusete, formerly with Arriba Juntos and co-creator of a recent film in Spanish on battered women, recently passed away.

Ms. Paula Tobin announced that there would be a forum on Child Sexual Assault held on December 10, 1980, from 4:00 to 6:00 P.M. at Home Health Services, 225 30th Street in San Francisco, and invited all the Commissioners to attend.

12. There being no further business, Vice-Chair Johnston asked for a motion to adjourn. M/S/C Wiles/Corteza to adjourn the meeting at 6:10 P.M.

/jh

City and County of San Francisco **Commission on the Status of Women**

AGENDA

Commission Meeting
101 Grove Street, Room 300

December 9, 1980
4:30 P.M.

I. Call to Order/Roll Call

II. Minutes of Meeting of November 18, 1980

III. Correspondence

IV. Presentation by Ms. Sally English, YWCA Downtown Center

V. Presentation by Ms. Alice Wilson, Committee to Defend Reproductive Rights

VI. Chair's Report

VII. Committee Reports

- A. Domestic Violence
- B. Legislation
- C. Publicity and Community Outreach
- D. Resource Development
- E. Rape
- F. Friends

VIII. Other Business

IX. Announcements

X. Adjournment

(415) 558-3653 1095 Market Street, Room 505 San Francisco 94103

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COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, SUITE 505
SAN FRANCISCO 94103
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MINUTES

Commission Meeting
101 Grove Street, Room 300

December 9, 1980
4:30 P.M.

I. Chair Hayon called the meeting to order at 5:00 P.M. Roll call:

COMMISSIONERS PRESENT: Brecka, Corteza, Farac, Hayon, Hitchens, Sandlin, Wiles, Wong

COMMISSIONERS EXCUSED: Johnston, Pike

OTHERS PRESENT: Jacquie Hale, Administrative Aide;
Linda Eberth, Sexual Trauma Services;
Sally English, YWCA;
Trisha Brinkman, Women's Protection Program

II. Chair Hayon asked if there were any changes to be made in the minutes of the meeting of November 18, 1980, as distributed. Commissioner Corteza noted an error in the spelling of Ms. Rossetti's name, mentioned in the announcements item of the agenda for that meeting. Ms. Rossetti, formerly with Arriba Juntos and co-creator of a recent film on battered women, recently passed away and is deeply mourned throughout the community.

M/S/C Wiles/Brecka to approve the minutes of the meeting of November 18, 1980, as distributed, with the changes noted above.

III. Chair Hayon then asked for the presentation from Ms. Sally English of the YWCA.

Ms. English began by explaining that the YWCA is planning to conduct two special self-defense seminars during January of 1981, which the YWCA would like the Commission to co-sponsor. The YWCA has held seminars such as these for some time; one of the major goals of these seminars will be to involve more women in learning self-defense and particularly in the YWCA's seminars. On-going YWCA classes in self-defense have been scheduled to follow these special seminars, which will offer participants basic low-cost information on self-defense in a short period of time. With these seminars, the YWCA hopes to impress upon a larger number of women than before the importance of self-defense as an issue and as a valuable skill. The self-defense seminars and classes will be taught by Ms. Trisha Brinkman, whom Ms. English introduced to the Commissioners.

Ms. English continued to explain that with this self-defense instruction program, the YWCA hopes to reduce women's vulnerability to attack by increasing awareness of body language and physical space, by instruction in assertiveness and how to use their bodies effectively, and by impressing on women an awareness of self-defense as a total attitude. The seminars will address a wide audience, including children, older women, and men, with its primary aim to teach as many people as possible. They will train participants in self-defense against the most common kinds of attacks, emphasizing realistic physical skills and techniques which can be learned quickly, within a comprehensive program.

In response to a question from Commissioner Farac, Ms. English explained that the YWCA will hold two Saturday seminars on January 24 and 31, 1981, from 9:00 A.M. to 12:00 Noon. The more comprehensive series of three-hour classes will be held for six weeks following the seminars. Membership in the YWCA is not required for participation in the seminars. The cost of each seminar will be $5.00 per person, which may be reduced in individual cases. Ms. English explained that if the seminars are successful, the YWCA hopes to increase enrollment in the follow-up classes. Both the seminars and the classes are funded by the YWCA. The cost of the classes will be $12.00 per person. Membership in the YWCA, which is available for a $12.50 fee, is required for participation in the follow-up classes.

Chair Hayon suggested that such classes might also be held on-the-job in various corporations through coordination with corporation management, to increase the number of women reached by the seminars. She then asked Ms. English if the YWCA was requesting that the Commission co-sponsor both the seminars and the classes. Commissioner Farac remarked that the matter might be referred to one of the committees for consideration. Chair Hayon commented that it seemed to be the consensus of the Commissioners to agree to co-sponsor either the seminars alone, or both the seminars and classes. She mentioned that the response to "A Day to Try Physical Fitness on for Size," co-sponsored by the Commission and the American Heart Association on November 8, 1980, had been very positive, indicating that an interest in increasing women's physical fitness and subsequently increasing women's ability to defend themselves was strong.

Some discussion followed of the Commission's role as co-sponsor of the YWCA event(s). Ms. English commented that co-sponsorship of the event(s) would be a "good marriage" between the YWCA and the Commission, allowing the two organizations to pool their service areas and share public relations responsibilities related to the event(s). She stressed that the Commission's co-sponsorship would require no financial contribution, but that such contributions might be worth investigation in the future.

Chair Hayon then asked for a motion on the matter. M/S/C Brecka/Wong to co-sponsor with the YWCA two seminars on self-defense on January 24 and 31, 1981, as presented at this meeting.

In response to a question from Commissioner Wiles, Ms. English explained that Ms. Brinkman would be teaching both self-defense seminars and the six-week follow-up classes, with an emphasis on practical self-defense, as opposed to more detailed training in the martial arts.

Ms. Linda Eberth, of Sexual Trauma Services, commented that she had participated in previous self-defense classes taught by Ms. Brinkman and had found them very effective, giving her realistic practical skills she had personnally been able to use. Commissioner Corteza commented that the classes seemed particularly valuable, since they did not emphasize any specific training in the martial arts, which is often complex and time-consuming to learn. Ms. English remarked that while she agreed that martial arts training is unsuitable for short-term self-defense instruction, they are a much more sophisticated and at times more effective method of self-defense. She asked that any information regarding qualified martial arts instructors be forwarded to her to assist in planning future courses.

In response to a question from Commissioner Sandlin, Ms. Brinkman explained that her training in self-defense instruction consisted of three years of education, including instruction by Ms. Beth Doolittle and Mr. Bob Barkdale, recognized experts in the field of practical self-defense. In response to a question from Commissioner Corteza, Ms. Brinkman replied that the general age range of participants in previous classes had been between twenty to forty-five years of age, but had also included students as young as eleven years and as old as sixty-five years of age. The maximum size of her classes is usually thirty participants.

Ms. English commented that the January seminars would accommodate a slightly larger number of participants.- In response to a question from Commissioner Corteza, Ms. English explained that the seminars and classes will be held only at the YWCA Main Branch on Sutter Street, but that in the future they hoped to utilize other YWCA branches throughout the City. Commissioner Farac commented that she would be contacting Ms. English in the near future to discuss how the YWCA self-defense programs might be integrated with the work of the Rape Committee.

V. Chair Hayon noted that Ms. Alice Wilson of the Committee to Defend Reproductive Rights was unable to attend the meeting, and that her presentation would be re-scheduled for another meeting.

VI. CHAIR'S REPORT:

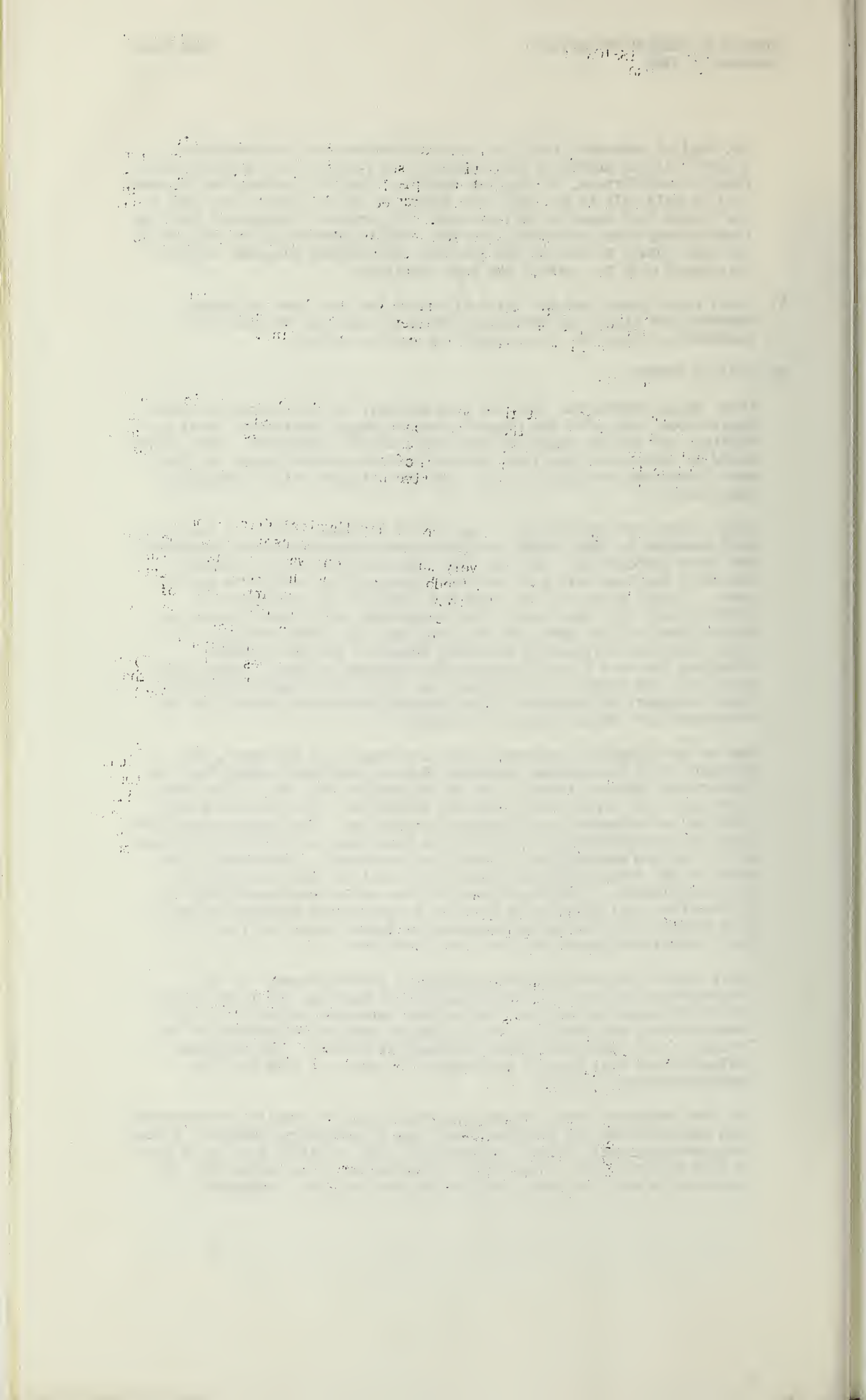
Chair Hayon pointed out that her term as Chair of the Commission would expire soon, and asked the Commissioners to begin considering their nominations for the new chair and vice-chair of the Commission. This matter would be taken up as the first item of business on the agenda for the next Commission meeting, at which time new officers will be nominated and elected.

Chair Hayon then reported on "A Day to Try Physical Fitness on for Size," held November 8, 1980, which the Commission co-sponsored with the American Heart Association. In every way, the event was very successful, and there had been very good feedback regarding the event from participants. Though plans for the event had aimed for an attendance of approximately 200, the seventy-five registered participants proved to be the ideal size of group for the event and the space provided. Mayor Feinstein delivered a welcoming speech to the participants, stressing the need for self-defense and physical fitness. Chair Hayon noted that she expressed the pleasure of the entire Commission at the Mayor's support of the event. She thanked Commissioner Brecka for her assistance with registration for the event.

Due to the tremendous interest in the continuance of the event, the American Heart Association currently plans to continue holding Physical Fitness Days several times a year in conjunction with Macy's Department Store, who will donate their physical facilities. The Commission will continue to co-sponsor each Physical Fitness Day. Chair Hayon commented that this co-sponsorship will bring the Commission more positive exposure, with a minimum expenditure of energy and resources. Commissioner Wong asked if the future Physical Fitness Days will be conducted only for Macy's employees. Chair Hayon replied that while the planned Physical Fitness Days will undoubtedly serve as a promotional vehicle for Macy's, that exactly what the target audience for future events will be will have to be investigated as plans are solidified.

Chair Hayon then mentioned that although a potluck dinner for the Commissioners had been planned following the meeting, due to the short notice, it would be postponed for a later date most suitable for the Commissioners, and asked Ms. Hale to invite each of the members of the Friends of the Commission Board of Directors as well. The Christmas potluck dinner will be held on December 23, 1980, at 6:00 P.M., in Commissioner Hayon's home.

She then announced that although and Administrative Committee meeting had been scheduled for the preceding week, due to scheduling problems, it had been postponed until Friday, December 12, 1980, at 11:00 A.M. to 12 Noon, at 1095 Market Street, in Room 509. Commissioner Farac noted that she would not be able to attend that meeting due to prior commitments.



VII. COMMITTEE REPORTS:

A. DOMESTIC VIOLENCE COMMITTEE, COMMISSIONER JOHNSTON, CHAIR:

Chair Hayon noted that as Commissioner Johnston was unable to attend the meeting, there was no formal report for the Committee. Ms. Hale commented that the awards process for the Domestic Violence Fund was progressing well, and reminded the Commissioners that the public hearing regarding the Fund would be held on Tuesday, December 16, 1980, from 3:00 to 6:00 P.M., in Room 1202 of the State Building, located at 350 McAllister Street in San Francisco.

B. LEGISLATION COMMITTEE, COMMISSIONER PIKE, CHAIR:

Chair Hayon noted that Commissioner Pike was unable to attend the meeting, and asked Commissioner Brecka for a report. Commissioner Brecka replied that she had no report, as she had not been receiving her mail regarding the Committee's work. Ms. Hale noted that she would straighten out whatever administrative problem had caused this oversight.

Commissioner Wong asked that the Committee investigate taking an official position regarding the change in licensing procedures for television stations proposed by the Federal Communications Commission, as the proposed change in licensing periods would affect minority station owners. Chair Hayon proposed that this matter be referred to the Publicity and Outreach Committee for further investigation as to the appropriateness of the Commission taking an official position on this issue, to which Commissioner Wong agreed.

Chair Hayon then asked Commissioner Brecka how she thought the changes in leadership in both the state and national legislatures and in the Presidency would affect the work of the Commission, and what new approaches, if any, the Commission should now take toward government leaders. Commissioner Brecka replied that the new conservative trend in government might well affect the Commission's work adversely, and that new approaches toward legislation should indeed be taken, but that there were still ardent supporters of women's rights in the State Legislature, most notably newly-elected Speaker of the Assembly, Willie Brown.

C. PUBLICITY AND COMMUNITY OUTREACH COMMITTEE, COMMISSIONER SANDLIN, CHAIR:

Commissioner Sandlin called the Commissioners' attention to the written report of the Committee distributed in the Commissioners' meeting packets, and delivered a brief oral report on the first meeting of the Committee.

As it was the first meeting, there was no formal agenda. The primary purpose of the meeting was to determine the general needs and interests of the media and to begin communicating to the media the goals and needs of the Commission. Commissioner Sandlin reported that the consensus of the meeting was that the media needs very tangible communications from the Commission on newsworthy stories, including information on lobbying activities and services provided by the Commission. Many of the media representatives in attendance had heard of the Commission, but did not have a clear image of its activities. Commissioner Sandlin commented that the Committee planned to step up its communications with the media in the near future.

In response to a question from Chair Hayon, Commissioner Sandlin reported that there were approximately ten media representatives in attendance. Chair Hayon commented that this was a good turnout, given her experience with the crowded schedules of people in the media.

Commissioner Sandlin explained that the Committee was planning to line up interviews with individual Commissioners on public affairs programs in the future. Chair Hayon commented that the Committee's structure would most likely evolve into two committees, one composed of media represenatives acting in advisory capacity to the Committee and the Commission, the other performing the more concrete tasks required by the Committee. She further commented that Commissioner Sandlin's role as Chair of the Committee would probably evolve into that of a public relations represenative for the Commission until a volunteer to act in such a capacity could be recruited.

Commission Sandlin reported that the Committee was also in the process of planning an ascertainment meeting with the Bay Area Public Affairs Directors organization, which would most likely serve as the initial thrust of the Committee's efforts. Chair Hayon remarked that this meeting might be held in lieu of a regular business meeting of the Commission, or immediately after a regular meeting.

D. RESOURCE DEVELOPMENT COMMITTEE, COMMISSIONER HITCHENS, CHAIR:

Commissioner Hitchens reported that work on the Committee's wallet-size pamphlet directory of emergency services related to violence against women was progressing, and presented three draft designs for the pamphlet. She stressed that the pamphlet would contain listings of emergency service organizations only, and that such organizations are generally able to refer victims of violence to other available services.

She reported that the total cost of design and printing for the pamphlet was currently estimated at $3,000, which does not include the cost of translating the pamphlet into three languages. A volunteer translator for the Spanish edition of the pamphlet had been recruited, and she asked for the Commissioners' assistance in recruiting a volunteer translator for the Chinese edition. She then proposed that a motion be made to submit a proposal to the Friends of the Commission for funding for this pamphlet.

M/S/C Hitchens/Corteza to submit a proposal to the Friends of the Commission for funding to produce a pamphlet containing listings of emergency services related to violence against women, in three languages.

Chair Hayon commented that a listing of services available to rape victims was currently being planned by KRON-TV in conjunction with the program on rape she had recently produced at the station, and suggested that perhaps KRON might be willing to print the Committee's directory as well. Commissioner Hitchens replied that this was a good idea well worth exploring. She reminded the Commissioners that the pamphlet would be printed in three languages, which would require three separate printing runs. Commissioner Wong remarked that she might be able to assist with the translation of the pamphlet into Chinese.

E. RAPE COMMITTEE, COMMISSIONER FARAC, CHAIR:

Commissioner Farac reported that the Committee is currently compiling a list of potential members and is planning to hold its first formal meeting since its earlier activities with the "Take Back the Night" Coalition. She commented that she would like to arrange for the Committee to view Chair Hayon's recent KRON program on rape. Chair Hayon replied that this could be arranged, and that perhaps the Commission could sponsor a special screening or series of screenings of the program. She emphasized that there is a real need to disseminate information on rape, and that she would be happy to set up an initial screening for the Committee so that they might determine how to best utilize the program.

Ms. Linda Eberth commented that the National Center for Control of Rape had announced recently that studies of reported rape cases show that resisting rape attacks does affect victims' ability to escape an attack or to avoid further physcial harm. She commented that this demonstrates that there are options for women regarding rape, and that submissiveness is not necessarily effective. Some discussion followed of the possibility of planning a "Rape Prevention/Fight Back Week" with the support of the Mayor; Commissioner Farac noted that plans for such an event would definitely be included in the work of the Committee.

Commissioner Wong reported that the recent brutal rape case of a student at San Francisco State University would come to trial on December 12, 1980, and asked the Commissioners to attend the trial. Commissioner Farac noted that she believed the accused in this case, though they were minors, would be tried as adults.

F. FRIENDS OF THE COMMISSION LIAISON, COMMISSIONER WILES:

Commissioner Wiles reported that the Friends had been working very hard to prepare for the Annual Luncheon, to be held on February 13, 1981, and asked the Commissioners' assistance in securing sponsors and in selling tickets for the Luncheon. The cost of sponsorship is $45.00. Information regarding the Luncheon can be obtained from the Luncheon Committee Chair, Ms. Katherine Banks.

VIII. OTHER BUSINESS:

Chair Hayon reminded the Commissioners that the Christmas potluck would be held on December 23, 1980, at 6:00 P.M., at her home. She asked that Ms. Brinkman, Ms. English, and Ms. Eberth also be invited.

She then commented that there now seemed to be a need to include a staff report on the agenda of each meeting, which Ms. Hale agreed to do.

Chair Hayon reminded the Commissioners of the issue concerning Ms. Kathleen Arnold, a former Commissioner who had been using the title of Commissioner and the City seal on her business stationery in her private business. She reported that a letter would be sent to Ms. Arnold asking her to cease and desist this practice, and advising her that if she did not, that action would be taken against her through the City Attorney.

She then reported that the case concerning the personnel matter involving Dr. Catherine Smallwood had been dismissed, and that she expected no further action to take place in the matter.

IX. ANNOUNCEMENTS:

Commissioner Wiles announced that complimentary tickets for a New Year's Eve Ball to be held at the San Francisco Hilton were available to the Commissioners and staff.

Chair Hayon announced that the next meeting of the Commission would be held on January 13, 1980, at 4:30 P.M., in Room 300 of 101 Grove Street, and reminded the Commissioners that the election of new officers would be held at that meeting.

X. M/S/C Corteza/Brecka to adjourn the meeting at 6:15 P.M.

/jh

City and County of San Francisco Commission on the Status of Women

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AGENDA

Commission Meeting
101 Grove Street, Room 300

January 13, 1981
4:30 P.M.

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I. Call to Order/Roll Call

II. Minutes of Meeting of December 9, 1980

III. Correspondence

IV. Election of Officers

V. Presentation by Ms. Alice Wilson, Committee to Defend Reproductive Rights

VI. Chair's Report

VII. Committee Reports

- A. Domestic Violence
- B. Legislation
- C. Publicity and Community Outreach
- D. Resource Development
- E. Rape
- F. Friends

VII. Staff Report

IX. Other Business

X. Announcements

XI. Adjournment

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COMMISSION ON THE STATUS OF WOMEN

January 13, 1981

The Minutes of this meeting are missing.

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COMMISSION ON THE STATUS OF WOMEN

February 17, 1981

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
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MINUTES

Commission Meeting
101 Grove Street, Room 300

February 17, 1981
4:30 P.M.

I. As there was no official chair or vice-chair, due to the resignations of Commissioners Hayon and Johnston, it was agredd by consensus for Commissioner Farac, the member of the Commission with the most seniority, to chair the meeting until a new chair was elected. There were no objections from the Commissioners or the audience.

Commissioner Farac called the meeting to order. Roll call:

COMMISSIONERS PRESENT: Brecka, Farac, Lathan, Hitchens, Pike, Sandlin, Wiles

COMMISSIONERS EXCUSED: Corteza

COMMISSIONERS ABSENT: Wong

OTHERS PRESENT: Paula Tobin, Child Abuse Council; Rich Snowdon, Men Against Sexist Violence; Susannah Atwood, Office & Professional Employees International Union Local #3; Del Martin, Coalition for Justice for Battered Women; Cindy Anderson, San Francisco Feminist Democrats; Ellen Chaitin, San Francisco Women in Criminal Justice; Ann Daley, Family Violence Project; Pam Lee, Board Member, Friends of the Commission, and Coalition of Asians to Nix Charlie Chan; Caryn Lombard, Board Member, Friends of the Commission, Chair, Friends Corporate Fundraising Committee; Marge Mapes.

II. Commissioner Farac introduced the new members of the Commission: Commissioner Barbara Squires, Assistant Vice President/Marketing Manager, West Coast Federal Savings (a division of Glendale Federal Savings) and Chair, San Francisco Women in Advertising Taskforce on Non-sexist Advertising; Commissioner Andrea Teper, staff attorney, State Bar Association, and President, San Francisco Chapter of the National Organization for Women; Commissioner Dorothy Lathan, San Francisco Unified School District, former member, San Francisco Rent Stabilization and Arbitration Board.

Each of the new Commissioners gave a brief background sketch on herself, and each expressed her enthusiasm and willingness to work to further the aims of the Commission.

III. ELECTION OF OFFICERS: Commissioner Hitchens suggested that the election of officers be postponed until later in the meeting after the presentations had been made, to which the Commissioners agreed.

IV. Commissioner Farac asked if there were any additions or corrections to the minutes as presented. There were none.

M/S/C Hitchens/Sandlin to accept the minutes of the meeting of January 13, 1981, as presented.

V. There were no comments regarding correspondence by the Commissioners or staff.

VI. PRESENTATIONS:

PAULA TOBIN, SAN FRANCISCO CHILD ABUSE COUNCIL:
Ms. Tobin began her presentation on child sexual abuse by commenting that an excellent resource and treatment center is available at San Francisco General Hospital, the Child and Adolescent Sexual Abuse

Resource Center (CASARC). Last year, CASARC treated 281 children and adolescents, mainly between the ages of four and seventeen years. These figures point out the fact that child sexual abuse is not confined to any boundries of age or sex. CASARC figures also show that the perpetrator of sexual abuse is known to the child abused in at least 75% of the cases which the Center deals with, which are mostly cases of incest, or of sexual abuse of children by their neighbors, grandparents, etc. In a recent community forum held on child sexual abuse, it was found that in many of the child care centers which share facilities with secondary schools, children have been molested in bathrooms. This points out the fact that child sexual abuse is not limited to lower economic neighborhoods and backgrounds, but is happening all around us, and that there is a great need to become more aware of child sexual abuse. Long-term effects on children of sexual abuse are very severe, and may include problems in adulthood with drug and alcohol addiction, establishing positive sexual relationships, and prostitution (rencet gigures also show that the majority of tennage prostitutes in San Francisco were sexually abused as children).

The Child Abuse Council has been very concerned with this problem, and has formed a special committee to find ways to work on child sexual abuse. Currently, this committee is developing a p-lot child sexual abuse prevention program, and has to date been discussing the implementation of this program with school administrators, parents, and other community members. The committee hopes to get the program underway before the end of April, targeting elementary, junior high and high schools. Part of the goal of this program will be to help children identify how they feel about ways in which they are touched. The committee is currently attempting to arrange for the Illusion Theatre of Minneapolis, a community theatre group with experience in illustrating aspects of child sexual abuse and incest with great effectiveness in the Minneapolis area, to participate in this pilot program. This group has had great success with helping children to identify their feelings about people touching them and in making children more comfortable with telling people what kinds of touching feels bad to them.

The committee is very eager to start a similar prevention program in San Francisco, and hopes to start such a program in April. It has submitted a funding proposal to the Skaggs Foundation to obtain funding to enable the Illusion Theatre to present its program in San Francisco. Ms. Tobin stated that the committee has been working with Ms. Lucille Abramson of the Mayor's Office of Child Care, and explained that the committee would perhaps like to coordinate further work on the program with the Commission, perhaps with letters of support, other contacts with the Mayor's Office, and/or through the Commission's Rape Committee.

Commissioner Farac commented that the Commission would certainly like to work with the committee on this program; she mentioned that the Rape Committee would be planning a "Rape Prevention & Education Week" May 11-May 17, 1981, and that this might be one way in which to work with the child sexual abuse committee.

Commissioner Pike commented that the Legislation Committee had been working on a similar proposed program to be conducted in the secondary schools dealing with the broader issue of violence against women, and had heard an impressive presentation from Mr. Rich Snowdon at the last meeting of the Committee. The Legislation Committee will be coordinating its proposed program with the Rape and Domestic Violence Committees, and will certainly like to find ways to work with the child sexual abuse committee.

Commissioner Sandlin suggested that the committee draft any letters of support which they may need and forward them to Ms. Hale, which Ms. Tobin agreed to do. Commissioner Lathan asked Ms. Tobin if she had contacted Ms. Juanita Smith of the Unified School District; she commented that she had herself been recently appointed to the
and might be able to serve as a natural liaison between the committee and the Council.

In response to a question from Commissioner Brecka, Ms. Tobin commented that letters of support would probably not be needed until March 1981; their proposal to the Skaggs Foundation has already been submitted, so future letters of support would most likely be sent to other prospective funding sources and school administrators. Commissioner Farac thanked Ms. Tobin for her presentation and repeated the Commission's support of the committee's pilot program.

B. SUSANNAH ATWOOD, OFFICE & PROFESSIONAL EMPLOYEES UNION LOCAL #3:
Ms. Atwood called the Commissioners' attention to copies of a resolution which was then before the Board of Supervisors Community Affairs Committee. The Union would like the Commission to write letters of support of the resolution. She briefly outlined the issues for which over 1,100 Union members (80% women, 2/3 minorities) had been striking against Blue Shield for over eleven months, which included: cost of living raises, health hazards (including those related to the use of CRT terminals), and job security/production standards. She explained that Blue Shield had consistently set production standards so high as to be unreasonable, and that the striking Blue Shield workers wanted production to be averaged over a period of time. She gave the example of her department at Blue Shield, where due to such high production standards, approximately half the workers currently employed were liable to be laid off at any one given time. The resolution calls for reasonable negotiations between the Union and Blue Shield and that these negotiations be conducted with all due speed.

commented that there is some confusion in the public between the unions at Blue Cross and at Blue Shield; a strike was recently settled with Local #3 sister union at Blue Cross, and many members of the public have the mistaken impression that the strike at Blue Shield is also over. This Union at Blue Shield has been in existence for the past eight years, and has always had amicable relations with management; it is only recently that the Union has felt that a strike is necessary due to Blue Shield's planned move out of San Francisco. The basic concern of the Union is that Blue Shield not move from the City and thus lay off many employees.

The Union is very concerned about the implications of the company "not moving at all"; since the petitition regarding the strike was drafted, the Union has made two very significant moves, including a moderation of the Union position regarding cost of living wage increases. The Union is very concerned that the company's inaction may defeat progress made to date in obtaining more opportunity for advancement for women and minorities at Blue Shield. She stated that in recent meetings between the Union and Blue Shield, Blue Shield has "put back on the table" two issues which it had previously withdrawn, which eliminate job security and decrease opportunity for advancement, requiring written tests supplied by Blue Shield to be taken for promotions. The Union sees this as a real threat to the status of women workers at Blue Shield, and feels that some public notice of this issue would be helpful in bringing about a reasonable settlement of the strike.

Ms. Atwood noted that the section of the resolution dealing with specific health hazards had been eliminated from the cu'rent version of the resolution.

M/S/C Hitchens/Brecka that the Commission write a letter to the Board of Supervisors to encourage Blue Shield and the Office & Professional Employees Union Local #3 to enter into meaningful negotiations to resolve the current strike.

C. DEL MARTIN, COALITION FOR JUSTICE FOR BATTERED WOMEN:
Ms. Martin explained that the purpose of her presentation was to address the issue of the Mayor's recently-drafted "crime package." She noted that when the Mayor introduced her "crime package" budget to the public, the Mayor had noted that the purpose of the package was to deal with crimes against persons, with no mention of domestic violence. The Coalition feels that domestic violence is a serious problem in San Francisco, and that it is not being dealt with adequately by the criminal justice system. She then read a letter which

the Coalition had recently sent to the Mayor: "In your agenda on crime, February 5, you declared that San Francisco is waging an all-out wall against lawlessness and state that a crime emergency exists in San Francisco and throughout California. You cite in your statements the drastic increase in crimes against persons. Statistics you cite verify this, but they only show one side of this growing crime picture. Hundreds of these victims who were assaulted, robbed, some of those murdered, were the victims of domestic violence. Thousands of others were the victims of crimes which go unreported, because these crimes were committed by a spouse or co-habitant. The violence that is plaguing the streets is also the violence that is going on behind closed doors, in the homes of victims. It is time that City officials come to terms with the origins of violence, and recognize that violence begins in the home. Sociological studies on domestic violence indicate in one out of two marriages there will be at least one incidence of violence, if not more, and in one out of four marriages, violence will be an on-going occurrance. If we are to break this cycle of violence, we must take steps to make the public aware that violence against fmaily members is a CRIME, that domestic violence is no longer just a "family matter"; that the police are cracking down on offenders and that those who are violent towards others will be prosecuted to the full extent of the law, regardless of the personal relationship between victim and assailant. Nowhere in your proposal is there any mention of domestic violence as a serious criminal issue, nor is there any assurance that the additional resources which you are requesting will be used to impact on domestic violence. If the officials of this City are intent on fighting crime and punishing criminals, a specific commitment must be given to domestic violence. It affects us all."

Ms. Martin explained that what the Coalition is trying to communicate in its negotiations with the criminal justice system, the Police Department, and most recently with the District attorney (future Coalition plans call for negotiations with the Probation Department, the judiciary, and other public officials), is that there is a significant difference between domestic "disputes" and domestic violence, that domestic violence is physical violence perpetrated in the home. We know that a generational cycle of violence exists which is the result of inaction on the issue of domestic violence. In its work on this issue, the Coalition has negotiated a general order with the Police Department to prohibit officers from discouraging victims of domestic violence from filing a complaint or making a citizen's a-rest.

The Coalition has also negotiated recently with District Attorney Arlo Smith, expressing the Coalition's position regarding domestic violence. District Attorney Smith has stated that he agrees with the Coalition's distinction between domestic violence and domestic disputes, and that no cases in which violence occurs should be referred to community dispute services, which has happened in many cases involving domestic violence. He has also agreed to push for stricter enforcement of current law which dictates that on a first offense (which comes to the attention of the criminal justice system) the offender can be placed in a diversion program. The Coalition has asked the District Attorney to make it official policy that the offender must stay in the diversion program for at least one year; the law requires that the offender may stay in the diversion program for six months to two years. The one year minimum policy has been adopted by the Santa Barbara District Attorney.

The District Attorney has also agreed that any domestic violence victim who goes to the District Attorney's Office must now see either an attorney or investigator first. The Coalition has dealt with the accurate earmarking of police incidence reports, urging that incidences of domestic violence be so marked. The Family Violence Project has undertaken the project of reminding each of the district police stations of this procedure. This improvement in procedure will assist in not only dealing more effectively with domestic violence cases, but will assist the District Attorney's Office in ascertaining the disposition of cases. The District Attorney has also agreed to conduct in-service training for his deputies with regard to domestic violence.

D. CINDY ANDERSON, SAN FRANCISCO FEMINIST DEMOCRATS:
Ms. Anderson explained that at the last meeting of her organization, the members had discussed the Mayor's crime package, and had decided to ask various organizations for support of consideration of domestic violence programs in the Board's discussion of this budget package. She stated that she would like to speak to the Commissioners not necessarily as members of the Commission, but as individual women, to ask for their support and testimony at the Finance Committee meeting. She commented that it is important that the Board and the Mayor hear public input before budget packages such as the Mayor's "crime package" are drafted, and that much time could be saved by soliciting such input before such budgets were compiled. She further stated that steps should be taken to insure the effectiveness of all components of this package, and reiterated her support for consideration of programs dealing with domestic violence with this budget package.

Ms. Martin suggested that the Commissioners might also seek the support of individual supervisors in support of this issue.

Ms. Lombard commented that she was aware that staff attorney positions held by women in the District Attorney's Office had not been replaced with other women attorneys, and that consideration should also be given to obtaining more funds to hire qualified women to work on domestic violence issues and cases in the District Attorney's Office.

E. MS. MARGE MAPES:
Ms. Mapes explained that she had previously contacted Commissioner Brecka concerning her pending employment discrimination case against the District Attorney's Office, her employer, and gave a brief overview of the case. She then gave a copy of materials concerning her case to Ms. Hale, who agreed to forward copies to the Commissioners for their review and future action.

F. PAM LEE, FRIENDS OF THE COMMISSION BOARD OF DIRECTORS:
Ms. Lee introduced Ms. Caryn Lombard, fellow member of the Friends Board of Directors and Chair of the Friends' Corporate Fundraising Committee.

Ms. Lee explained that at the most recent meeting of the Friends Board, she volunteered to be the Friends' liaison with the Commission, in order to increase coordination and improve the working relationship between Friends and the Commission as a team. She stated that it was important for the Friends to have a written listing of Commission funding priorities, so that a comprehensive and effective fundraising program for the Commission could be initiated.

Current plans for Friends fundraising efforts fall into three areas: (1) the Commission luncheon, held February 13, 1981; the luncheon was a great success as a public relations vehicle, and Ms. Lee stated that she would forward the monetary results of the luncheon to the Commissioners as soon as they were available; (2) the Annual Auction on June 4, 1981; Ms. Lee asked for the Commissioners help in preparing for the auction; and (3) corporate fundraising; Ms. Lee stated that Friends would need the help of the Commissioners in preparing a fundraising package to present to prospective donor corporations.

Ms. Lee also reported that at the last Board meeting of the Friends, the Board and Commissioners Hayon and Wiles had discussed the possibility of holding a joint dinner meeting of the Friends Board and the Commission, to increase communication and work on common concerns. The tentative date for this meeting had been set for March 2, 1981; Ms. Lee asked if this date seriously confliected with any of the Commissioners' schedules, which it did not. She offered to inform Ms. Hale of the exact date, who would in turn help to inform the Commissioners of information regarding this joint meeting.

Ms. Lombard gave a brief report on the Friends' corporate fundraising efforts, explaining that the Corporate Fundraising Committee was currently developing a plan of action to solicit donation from corporations. Ms. Diana Coleman, a professional fundraiser with the U.C.-Berkeley

Development Office, was in the process of developing a donor prospects list; current plans call for a series of meetings to be set up with one member of the Friends Board, one member of the Commission, and selected corporate funding contacts at each meeting. She also reported that she would need some help from the Commissioners in developing the Commission fundraising brochure, which would outline Commission accomplishments. This brochure will be vital to the Committee's fundraising efforts. Ms. Lombard commented that she would like to work with some of the Commissioners who have been on the Commission for some time, former commissioners, and Ms. Hale to compile a history of the Commission to aid in fundraising.

PAM LEE, COALITION OF ASIANS TO NIX CHARLIE CHAN:
Ms. Lee then began a second presentation on behalf of the Coalition of Asians to Nix Charlie Chan (CAN Charlie Chan), a group of individuals primarily in the Asian community who are protesting the motion picuture, "Charlie Chan and the Curse of the Dragon Queen." She explained that while the obvious racial prejudice exhibited in this movie had been widely discussed in the media and the community, that the prevalent sexist attitudes also exhibited in the movie had not been emphasized. She solicited the Commissioners' support in the organization's protest efforts, asking that they discourage seeing this movie, endorse and/or draft individual versions of an open letter to the media composed by the organization, and encourage other women's organizations to sign the letter and refuse to patronize this movie.

M/S/C Lathan/Teper that the Commission lend its name in support of the Coalition of Asisans to Nix Charlie Chan to oppose the showing of the movie "Charlie Chan and the Curse of the Dragon Queen," and in opposition to the media's advertising of the movie.

VII. COMMITTEE REPORTS:

A. DOMESTIC VIOLENCE COMMITTEE, COMMISSIONER HITCHENS, CHAIR:
Commissioner Hitchens reported that hopefully while this meeting was in progress, Supervisor Renne would be introducing the Commission recommendation regarding the Domestic Violence Program Fund to the Board of Supervisors for approval.

At future meetings of the Committee, the members will discuss support of continuation of City funding of the Family Violence Project and begin other new projects.

B. LEGISLATION COMMITTEE, COMMISSIONER PIKE, CHAIR:
Commissioner Pike called the Commissioners' attention to the Legislative Committee's update report which was included in their meeting packets. The report covers six bills, primarily in the Senate. There are three bills currently in the state legislature having to do with the statute of limitations for rape. One bill, (Sher), would extend the statute of limitations from three to five years. The other two bills are companion bills being introduced by Assemblyman Art Agnos and Senator Milton Marks; these bills would extend the statute of limitations indefinitely for rape, except for spousal and statutory rape. The Committee unanimously supports these two latter bills and recommends that the Commission support each of these bills, notify the authors of their support, and the members of the Judiciary Committee before which it is being heard.

M/S/C Pike/Hitchens that the Commission supports both Senate Bill 209 and Assembly Bill 406, and so inform the authors, members of the Senate Judiciary Committee, and the press.

SB 151 (Boatwright) will come before the Senate Judiciary Committee on March 3; it requires punsihment by confinement in a State prison without the possibility of parole for a person who commits or attempts to commit crimes of violence--such as mayhem, murder, robbery, kidnapping, forcible rape, assault with intent to commit rape or sodomy--against a person sixty years or older, a disabled person whose disability is known or reasonabley should be known to the offender, or against a person fourteen years old or younger--resulting in great bodily harm. The Committee felt that this bill is too narrow inscope, that the disability definition it includes is too narrow, and that there was no accounting

for those aged fourteen to sixty. The bill is pending further review by the Committee.

SB 154 (Schmitz) would require that an unmarried minor have the consent of a parent or guardian or a superior court order to receive an abortion, thus completely changing the regulations regarding abortion. The Committee opposed this bill unanimously and recommended the following motion to the Commission:

M/S/C Pike/Lathan that the Commission opposes Senate Bill 154, and so inform the members of the Health and Welfare Committee, the author, and the press.

Commissioner Pike called the Commissioners' attention to the second page of the Committee's report, which lists the names and phone numbers of the members of the Senate Judiciary and Health and Welfare Committees, for the Commissioners' use in personally lobbying regarding the above legislation.

C. RAPE COMMITTEE, COMMISSIONER FARAC, CHAIR:
Commissioner Farac reported that there was a good turnout for the meeting of the Rape Committee on February 9, 1981, at which it was decided by the Committee to hold a "Rape Prevention and Education Week" May 11 through May 17, 1981. She asked for a motion for approval of this event.

M/S/C Brecka/Hitchens that the Commission resolves that May 11, 1981 through May 17, 1981, be delcared as "Rape Prevention and Education Week."

Commissioner Farac noted that the energies of all of the Commissioners would be needed to produce this "Rape Prevention & Education Week," as it concerns all segments of the San Francisco community. She commented that the members of the Committee were generally experienced in the field, and appeared willing to work hard to make the event a success, with the help of the Commission.

She reported that four sub-committees had been formed to plan different components of the event: Program, Kick-Off Day, Publicity/Media, and Fundraising. She also reported that the Committee hoped to secure an appearance by a crowd-gathering celebrity such as Ms. Jane Fonda or Ms. Gloria Steinem for activities on the first day of the week-long event. Commissioner Teper volunteered to speak to Ms. Bella Abzug regarding an appearance; Commissioner Pike volunteered to contact Ms. Steinem. Commissioner Teper also suggested holding a special brunch or dinner in conjunction with the event to garner publicity. Commissioner Squires inquired as to funding sources for any necessary printed materials for the event; Commissioner Farac noted that more details on what would be needed should be available after the next Committee meeting.

Commissioner Farac inquired as to the proper way in which to solicit donations for individual committee projects. Commissisioner Sandlin noted that the particular needs of the committees should be presented to the Friends of the Commission as part of a listing of funding priorities of the entire Commission. Ms. Lee commented that the Friends were the legal conduit for non-budgeted funds for the Commission. Commissioner Farac asked Ms. Lbe if restricted donations for specific committee projects could be made to the Friends; Ms. Lee suggested that budgets for such projects be prepared and presented to the joint meeting of the Friends and the Commission. There followed some discussion of ways in which to go about determining funding priorities and to work with the Friends. Ms. Lombard noted that it was important for the Friends to serve as the fundraising clearinghouse for all Commission fundraising efforts to avoid duplication and perhaps nullification of these efforts. Commissioner Sandlin suggested that a date for a meeting of all committee chairs to be set very soon to submit funding proposals and outlines to Ms. Hale for coordination and to discuss funding needs. The date for this meeting was set for 4:00 P.M., March 6, 1981, at 1095 Market Street, in Room 509.

VIII. ELECTION OF OFFICERS:

Election of officers was held by secret written ballot. The ballots were collected and tallied by Ms. Hale, with assistance from Ms. Lombard.

Commissioners Brecka, Hitchens, and Sandlin, were nominated for Chair; Commissioner Hitchens declined the nomination. Commissioners Farac and Hitchens were nominated for Vice-Chair.

Commissioner Hitchens suggested that in view of the fact that the assumption of the office of Chair or Vice-Chair was a serious and time-consuming responsibility, and in view of the fact that perhaps the new Commissioners would like more time to consider nominations and choices for new officers, that perhaps the election of officers should be tabled until the next Commission meeting. Commissioner Squires expressed her desire for the elections to be held at this meeting, so that effective organization of the work of the Commission could be continued as soon as possible, to which Commissioner Lathan agreed. It was the consensus of the Commissioners that elections should take place at this meeting.

Commissioner Sandlin was elected as Chair of the Commission; Commissioner Hitchens was elected as Vice-Chair.

IX. ANNOUNCEMENTS:

Commissioner Teper announced that the National Organization for Women's "Sixth Annual Day in the Park for Women's Rights" rally would be held in Golden Gate Park on March 7, 1981, and that a march to the rally site from Civic Center had been added to the event. Featured speakers would include Dorothy Reed, Belva Davis, Valerie Coleman, Linda Tillery, Sylvia Gonzales, Sonia Johnson, Bella Abzug, and Ed Asner.

There followed a discussion of Commission participation in the event; Commissioner Squires suggested that the Commission march with a banner and offered to research ways to obtain it. Commissioner Teper also announced that the march would begin at 10:00 A.M.; the rally would be held at the Music Concourse in Golden Gate Park.

M/S/C Teper/Squires that the Commission endorse and participate in the National Organization for Women's "Sixth Annual Day in the Park for Women's Rights," to be held March 7, 1981.

X. ADJOURNMENT

M/S/C Pike/Farac to adjourn the meeting at 6:50 P.M.

101 Grove Street, Room 300

COMMISSION ON THE STATUS OF WOMEN

March 10, 1981

The Agenda of this meeting is missing.

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, 94103
(415) 558-3653

MINUTES

Commission Meeting
101 Grove Street, Room 300

March 10, 1981
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:

Commissioner Sandlin, Chair of the Commission, Called the meeting to order. Roll call:

COMMISSIONERS PRESENT: Brecka, Farac, Hitchens, Pike, Sandlin, Squires, Teper, Wong

COMMISSIONERS ABSENT: Corteza, Lathan, Wiles

OTHERS PRESENT: Dr. Irene Savostin-Asling; Louise Mumick, San Francisco Women's Jail Study Group; Naomi di Grazia; Pam Lee, Friends of the Commission Board of Directors; Michelle Sydeman; Beatrice Duncan, Senator Milton Marks Office.

II. MINUTES OF MEETING FEBRUARY 17, 1981

Commissioner Brecka noted that the matter regarding Ms. Marge Mapes was referred to the Legislation Committee for investigation.

Commissioner Wong asked that a correction be made to reflect her absence at the meeting as excused, as she did not receive notice of the meeting. Commissioner Sandlin recommended approval of this correction, but noted that it should not set a precedent, as all Commissioners were aware that meetings were held on the second Tuesday of each month. There were no objections.

Ms. Hale noted that a correction should be made on the agenda item regarding the Office & Professional Employees Union Local #3 strike, to add Ms. Reeva Olson's name to the beginning of the second paragraph of that item, as it had been omitted in the minutes as distributed. There were no objections.

M/S/C Hitchens/Brecka to approve the minutes of the Commission meeting of February 17, 1981, as corrected.

III. CORRESPONDENCE:

Commissioner Sandlin asked if there were any questions regarding correspondence; there were none. She then asked Ms. Hale if there were any particular pieces of mail which the Commissioners should note. Ms. Hale noted a letter of thanks and congratulations regarding the February 13, 1981, Commission luncheon addressed to Ms. Helen Marte Y Bautista, President of the Board of Directors of the Friends of the Commission, and to former Chair of the Commission Beverly Dorsey-Hayon from Mr. Angelo Siracusa, President, Bay Area Council; a thank-you letter from Ms. Lori Nairne of the San Francisco Wages for Housework Committee for the Commission's work on "The Women's Equation," a follow-up forum to the 1980 U.N. Conference in Copenhagen held January 31, 1981; a letter from the California Commission on the Status of Women regarding upcoming training seminars for commissions on the status of women; a press release and brochure from the Coro Foundation regarding their upcoming summer Public Affairs Leadership Training Program for Women; a letter from Women Organized for Employment regarding the employment case of Ms. Marge Mapes; and

a letter from Ms. Hale to Mr. Joseph Spott, with copies to Mr. Steve Stratton of the Mayor's Office and to Mr. Grant Mickins of the Human Rights Commission.

Ms. Hale noted that she had written this letter to Mr. Spott to cover materials which she had returned to him which he had left with her at a meeting she had held with Mr. Spott in January. She explained that Mr. Spott represents Spott University/Rape Prevention Center, and had originally called her to set up this January meeting. There had subsequently been a delay in returning these informational materials to Mr. Spott, and he had contacted Mr. Stratton in the Mayor's Office to inquire as to their return and the Commissioners' action regarding his request to Ms. Hale that his organization and the Commission work together. Ms. Hale that his organization and the Commission work together. Ms. Hale also reported that most of the representatives of organizations which regularly deal with the issue of rape in San Francisco do not seem to be familiar with Mr. Spott's organization. Commissioner Brecka suggested that perhaps Mr. Spott should be invited to become a member of the Rape Committee; Commissioner Sandlin directed Ms. Hale to bring this matter to the attention of Commissioner Farac, Chair of the Rape Committee, who was not as yet present. She also called the Commissioners' attention to background materials which had been included in their meeting packets.

IV. PRESENTATIONS:

DR. IRENE SAVOSTIN-ASLING:

Dr. Savostin thanked the Commissioners for their consideration of her case, and noted that while her case had begun as an individual case, it now involved many women who work for the University of California. She stated that she was born in Russia, and grew up in South America and Venezuela. She received her D.D.S. degree in Venezuela, and came to the United States in 1974. When she first arrived in the U.S., she applied to the University of California in San Francisco for a dentist's license and was refused, with inquiries as to whether she was really a dentist, and not perhaps a dental hygienist or assistant.

Several years later, she joined the Ph.D. program at U.C. in the School of Dentistry/Anatomy, and earned her degree in 1973. She then applied for a position as a faculty member with the U.C. School of Dentistry's Department of Anatomy, a position for which she waS well qualified. Several months passed without a reply to her application, during which time she discovered that a man was being sought to fill the position, for which she had excellent qualifications. Dr. Savostin then sought assistance from the Department of Fair Employment and Housing. Ms. Joanne Lewis of that department insisted to the dean of the School of Dentistry that the best-qualified person for the position. Immediately after she was hired, the same previously full-time position was reduced to a 75% position its previous title of assistant professor was reduced to an acting professor, and the salary for the position was reduced to the "lowest possible." She was told that it was impossible to negotiate the salary for this position after she was hired, and that in addition she would be required to tutor disadvantaged students, which would make the position amount to a full-time job. Once on the job, she gave her work her full enthusiasm; she called the Commissioners' attention to grade charts which showed a dramatic rise in her students' grades during this time. At the end of her first year, the students chose Dr. Savostin as the recipient of the "Excellence in Teaching" award.

Dr. Savostin then explained the process of career advancement of a faculty member at the University. There are three groups to which a faculty member may belong: (1) Academic Senate, which establishes rules and policies on campus, and is considered to be of the highest rank. (2) Clinical, and (3) Lecturer, in which category jobs are renewed each year. In her first year at U.C., Dr. Savostin was an Acting Professor; she then became a member of the Academic Senate. One begins in the Academic

Senate as an Assistant Professor and is evaluated periodically with appropriate salary promotions for seven years. At the end of seven years, one is evaluated and either promoted to Associate Professor and granted tenure, or is asked to leave the University. To become an Associate Professor, one must satisfy four criteria with excellence: teaching, research, community and university service, and professional competence. Also, one's achievement/evaluation in each area must be balanced with the others.

In seven years of teaching, Dr. Savostin received eight "Excellence in Teaching" awards; she stated that this achievement provided considerable professional jealousy, among her colleagues, especially as she was the only woman in the Academic Senate. She also produced more research than most of the men in the Academic Senate, ranking third highest in this regard. And she presented two-three international papers per year and made approximately nineteen international presentations. In the third category, Dr. Savositin reported that that had been no problem with her evaluation, as she had served on the Admissions Committee and worked in community clinics extensively. However, the outcome of her evaluation was negative and she was asked to leave the University as on balance her qualifications were not satisfactory.

Dr. Savostin reported that in her seven years in the Academic Senate, she had had no problems with receiving promotions, and she was not blocked in any way until the time had come to qualify for an Associate Professor ship. She also stated that the problems which she had encountered professionally as the only female dentist teaching at U.C. had been considerable, and that problems were also experienced by women in the School of Medicine.

When she received the letter from Chancellor Francis Sooy informing her that her appointment had been terminated and that she would have to leave the University as of June 30, 1981, she brought her case to the Privilege and Tenure Committee, which is composed of representatives of several schools within the University. The charge of the Committee was to decide if Dr. Savostin had been denied due process in denial to the Chancellor. Chancellor Sooy disagreed with the Committee's decision, and Dr. Savostin's dismissal stood. Dr. Savostin reported that this is where her case stands.Throughout her time at the University, she had received tremendous support from the students, which culminated in a one-day strike in November 1980 to protest her dismissal, and from certain other professors,but that there had been much jealousy and gossip from her colleagues, which at times involved her husband, who also teaches at the University. She then asked for questions from the Commissioners.

Commissioner Hitchens asked if Dr. Savostin was now involved in litigation against the University; she replied that she could not be involved in such litigation due to the decision of the Privilege and Tenure Committee, but that a formal hearing before that Committee would be held at the end of March where she would present her case. She commented that she expected that if the decision of the Committee was again in her favor, Chancellor Sooy would be likely to disagree with the decision and her dismissal would stand.

Commissioner Hitchens asked what Dr. Savostin would like the Commission to do; she replied that she would like their support, but thought that they would know best how to provide this support. She commented that the Council of Minority Faculty, of which she is a member and which has been very supportive of her in the past, was currently exerting its influence on the Chancellor. She suggested that perhaps influence from an organization outside of the University such as the Commission might be effective.

Commissioner Brecka suggested that perhaps the Commission could seek support for Dr. Savostin from the San Francisco State Legislative delegation and/or the Governor's Office, as the University is a state-supported institution which will soon be submitting its budget requests to the Legislature and the Govenor. Commissioner Hitchens suggested that Dr. Savostin might want to seek support from the California Commission on the Status of Women, as they could probably exert more statewide influence than the San Francisco Commission. Commissioner Pike suggested that perhaps the Commissioners could contact the members of that Commission individually to seek support for Dr. Savostin; she asked Dr. Savostin if she had contacted any local legislators. Dr. Savostin replied that the Council of Minority Faculty was then in Sacramento to contact Ms. Vilma Martinez, who is now a member of the U.C. Board of Regents. Commissioner Wong asked if the granting of tenure was the sole jurisdiction of the Chancellor, or if the Board of Regents had the authority to overrule the Chancellor's decision. She replied that it did, and gave a brief overview of the process of evaluating professors to grant tenure.

Ms. Beatrice Duncan of Senator Milton Marks' Office commented that she sympathized with Dr. Savostin's efforts frustrations, and stressed that it is important that problems that women leaders are having such as hers should be pinpointed and presented to local legislators. She urged the Commissioners to set up meetings with local legislators to let them know what problems women are having with affirmative action and to support women such as Dr. Savostin who are opposing, institutions, particulary tax-supported institutions, because they have been denied their rights.

Commissioner Wong asked Dr. Savostin what procedure would be followed if the Board of Regents overruled the Chancellor's expected decision. She replied that the details of such procedure are unknown, as such protest based on sex discrimination had not occurred before.

Commissioner Sandlin noted that she had already personnaly contacted Ms. Vilma Martinez to set up a meeting to discuss Dr. Savostin's case, and asked for the approval of the Commission officially.

Ms. Duncan again stressed that it is important to seek the support of local legislators, who have the authority to influence budget determinations as regards the University. Commissioner Sandlin asked Ms. Duncan if she would be willing to help set up the meetings with legislators which she had suggested; Ms. Duncan replied that she would.

M/S/C Hitchens/Teper move that the COSW, through Gladys Sandlin, Contact Vilma Martinez and Yori Wada regarding the case of Dr. Savostin-Asling. In addition, the issues raised by this case will be referred to the Legislative Committee to be added to their agenda for issues to be discussed in meetings with state legislators.

Dr. Savostin commented that any statistics which might be supplied by the University in response to the Commission's action might appear to reflect an admirable affirmative action policy, but that such figures should be examined carefully; she stated that currently 100% of the nurses, 90% of the physical therapists, and 99% of the hygienists at the University are women.

Ms. Naomi di Grazia commented that it is important that the Commission and Dr. Savostin supplement their efforts with exposure in the media, so that many women can become aware of her case and of similar cases and issues. Dr. Savostin commented that sometimes interesting the media is difficult. She also noted that Commissioner Sandlin had introduced her to a representative of KTVU-TV (Channel 2), and that station was currently in the process of preparing a film on the University which would feature her case. Commissioner Wong suggested that Dr. Savostin contact Ms. Mildred Hamilton of the San Francisco Examiner or Ms. Belva Davis of KQED-TV. Commissioner Sandlin commented that perhaps the Publicity and Communtiy Outreach Committee could issue a press release stating the Commission's support of Dr. Savostin. Dr. Savostin stressed that she appreciated the Commission's support and urged them to ask her for any information or documentation they might require to insure their

complete belief in the honesty of her case as she had presented it to them.

LOUISE MINNICK, SAN FRANCISCO SHERIFF'S DEPARTMENT/WOMEN'S JAIL STUDY GROUP:

Ms. Minnick introduced herself as a member of the Sheriff's Department staff for the past four years as a Criminal Justice Specialist, working with the Women's Work Furlough Program and specializing in women's needs and services in the jail system. She is also a member of the six-year old Women's Jail Study Group, and presented background materials to the Commissioners on the organization. For the last three years, the Group has held an annual conference dealing with incarcerated women and their issues. The conferences basically involved people who work within the criminal justice system, although a number of ex-offenders have begun to get involved and share their input with the Group recently. This year's conference will be held at the Women's Building, 3543-18th Street, April 23-25, 1981.

This year the Group is doubling its publicity efforts for the conference, and hopes to increase the number of participants in the conference from 150 to 300. One of them main objectives of the conference is to give people work in the criminal justice field and who specialize in women's needs and services an opportunity to exchange information and update one another. Participants will come from each of the nine Bay Area Counties, as well as from across the state and from the East Coast. The conference agenda includes representatives from Seattle and San Diego who will conduct special workshops, and reflects the expansion efforts which the Group is currently involved in. The conference will also serve as an educational tool for those who are not involved in criminal justice but would like to know more about the field.

She then stated that the Women's Jail Study Group would like the Commission to act as a co-sponsor of the conference, perhaps providing funds, mailing lists, newsletter publicity, or inclusion in Commission mailings. She stated that the Group this year has a budget of $800.00 to conduct the conference, most of which was obtained form a benefit performance by the Julian Theatre of the play, "Getting Out." These funds will be used to fund the publishing of a newsletter entitled. Outright,and for conducting the conference, as well as providing for the special needs and services of incarcerated women.

Commissioner Hitchens explained to Ms. Minnick that while the Commission could not provide funds for the conference, that Ms. Hale could provide her with mailing lists and/or a mailing at the Commission's expense.

M/S/C Brecka/Hitchens that the Commission on the Status of Women co-sponsor the Third Annual Women Arrested Conference with the San Francisco Women's Jail Study Group, and provide mailing lists for use in publicizing the conference.

V. CHAIR'S REPORT:

Commissioner Sandlin reported that the Administrative Committee had met on March 6, 1981, and would continue to meet on the fourth Thursday of each month to plan active strategies for the Commission. She commented that the Commissioners were in agreement that one of the Commission's most immediate needs was for visibility, and that the most immediate way to address this need is for each and all of the Commissioners to lend their active support to Commissioner Farac, Chair of the Rape Committee, in that Committee's preparations for "Rape Prevention & Education Week, " to be held May 8-17, 1981. She then asked for a Committee report and suggestions from Commissioner Farac as to how the Commissioners could become involved in preparations for this event.

Commissioner Farac reported that the Committee had met four times since the last Commission meeting, and that the Program Sub-Committee had met and designed a program outline for the presentations to be made in several neighborhoods throughout the City during "Rape Prevention & Education Week."

She noted that she had spoken to Ms. Linda Eberth of Sexual Trauma Services, a member of the Program Sub-Committee, and that she had expressed a need for help in setting up events for the final of the week, upon which a special panel discussion would be held at the Women's Building. She reported that John Murphy of the Police Department and Commissioner Sandlin were currently working on publicity for the event. She also stated that there needed to be appointed a Vice-Chair to the Rape Committee.

Commissioner Hitchens asked for a brief description of the proposed program as it was currently planned. Commissioner Farac read a brief description/statement of purpose which she had prepared:

"The San Francisco Commission on the Status of Women is focusing its energies in 1981 on the issues of violence against women and children. This issue has permeated into all classes within our society in ugly demeanor showing no respect for the age of its victims. Its victim is more often left traumatized, ashamed and without much recourse. Therefore, prevention and education has become the foci of our week's presentations, May 8 - 16. "Women Fighting Back" has been chosen as the theme for the week.

The Rape Prevention Committee of the Commission has designated May 8 as "kickoff day" with Mayor Dianne Feinstein issuing a Proclamation to all women of San Francisco. This gathering will begin at noon in Union Square with Senator Milton Marks and other dignitaries joining activities will be made available to the public.

Schools and health centers throughout the City will be sites during the week for lectures and programs focusing on the need for higher awareness regarding prevention of rape. The San Francisco Women's Building will be the site for the final presentations closing the week's events with speakers on current legislation regarding prevention of rape."

She stated that the five major areas which the program would focus on would be: (1) a general overview on rape, (2) profiles of the victim and the rapist, (3) children and rape, (4) legislation and prosecution of rape, and (5) self-defense. She noted that there had been some discussion of holding a cocktail party fundraiser after the activities held on the first or "kick off" day of the week, to defer some of the expenses for the event. She noted that she had prepared a tentative budget for the week, which amounted to projected expenses of approximately $1,600.00.

She commented that the support of each of the Commissioners for "Rape Prevention & Education Week" was needed, as it was one of the Commission's current major projects and would be happening very soon. Commissioner Sandlin asked that all the Commissioners get involved in preparations for the event, and if possible attend meetings of the Rape Committee. Commissioner Farac reported that the next meeting of the Rape Committee would be held on March 23, 1981. She commented that Commissioner Brecka had volunteered to provide any baked goods for special receptions planned in connection with kick-off day. Commissioner Squires asked that each of the Commissioners be advised of Rape Committee meetings.

Commissioner Farac mentioned that Commissioner Pike had contacted Ms. Gloria Steinem to ask her to appear on the first day of the week-long series of programs, and asked if she had received any response to her letter. Commissioner Pike replied that she had not, but would be contacting Ms. Steinem's offices shortly.

Commissioner Sandlin commented that Commissioner Wong had volunteered to work on the Publicity and Outreach Committee and could probably provide support for the event's publicity efforts. She stated that Committee assignments for the new commissioners would be made soon, and asked those Commissioners who did not have a Committee assignment to see Commissioner Hitchens, Vice-Chair of the Commission, regarding Committee assignments after the meeting.

Commissioner Wong asked if the ascertainment meeting with the Bay Area Public Affairs Directors Association was still being planned; Commissioner Sandlin replied that although that meeting had been originally planned for late February,it had been postponed until the Commission could present a more comprehensive and tangible list of needs to the Association. She commented that now that preparations for Rape Prevention & Education Week were being made, the Commission had tangible and immediate needs which could be presented.

Commissioner Brecka commented that it was important for the Commissioners to note the dates of the event's various programs, so that either all of most of the Commissioners could be present at as many events during the week as possible. Commissioner Hitchens suggested arranging a sign-up sheet to make sure that there were Commissioners present at each event each day. Commissioner Pike asked that each of the Commissioners be sent a guide to events during the week in order to facilitate this. Commissioners Sandlin and Farac commented that the series of programs would be conducted in several differnt neighborhoods throughout the City, and that several possible sites for programs were now being investigated. Commissioner Sandlin suggested that all of the Commissioners be present at the next meeting of the Rape Committee.

VI. COMMITTEE REPORTS:

DOMESTIC VIOLENCE COMMITTEE, COMMISSIONER HITCHENS, CHAIR:

Commissioner Hitchens reported that through Ms. Hale's efforts at following the Commission's resolved recommendation regarding the Domestic Violence Program Fund to the Board of Supervisors thrcugh a somewhat complex and time-consuming process, the recommendation was presented to the Board of Supervisors and passed on first reading on March 9, 1981. The recommendation will now go before the Board a second time for a final reading, after which time, if again passed, the Commission will be able to disburse the funds to La Casa de las Madres and WOMAN, Inc.

She reported that the next project of the Committee would be to develop on-going procedures for determining funding recommendations and grantee evaluations.

She also reported that she had attended a meeting with Mayor Feinstein on behalf of the Committee to discuss the recognition of domestic violence as violence, and to urge the Mayor in her presentations to the press and other organizations in the future to highlight the problems of domestic violence and the percentage of violent crime in the City which is related to family issues, as well as to urge the Mayor to consider allocations within her crime package to issues of domestic violence, specifically the Family Violence Project.

RESOURCE DEVELOPMENT COMMITTEE, COMMISSIONER HITCHENS, CHAIR:

Commissioner Hitchens reported that the Committee has completed the list of San Francisco services that serve women victims of violence, it has been translated into Spanishand Chinese, and estimates had been secured on design and printing of the pamphlet. She also reported that the Committee had gotten feedback from the Police Department regarding the booklet, and that perhaps officers could carry copies of the pamphlet in their squad cars so that when they would respond to domestic violence calls they could present the pamphlet to the victims of domestic violence immediately.

She further reported that a funding proposal for the pamphlet had been sent to the Friends of the Commission some time ago. Commissioner Hitchens had spoken with Ms. Helen Marte Y Bautista, who had reported that the Friends had met and felt that possibly the pamphlet was a duplication of other efforts. Commissioner Hitchens reported that she had since contacted representatives of community service organizations which were on the resource list to ask them if they knew of any such publication now in existence, which none did. No money had been allocated for this project by the Friends as yet; it will appear on the agenda of the joint meeting of the Friends and the Commissioners on March 24, 1981.

Commissioner Sandlin commented that this date was as yet still tentative, pending the approval of the Commissioners, and asked the Commissioners if this date was satisfactory to them. Commissioner Brecka commented that she had a minor scheduling overlap, and would need to be late to the Friends/Commission meeting. The date was satisfactory for all other Commissioners.

Commissioner Wong asked if the Women's Switchboard didn't already have a resource directory. Commissioner Hitchens replied that it did, but it was not really similar to the Commission resource pamphlet wither in format or focus, and that a number of agencies had resource directories for in-house and referral use, but to her knowledge a pamphlet specifically designed for women victims of violence in a wallet-sized format to be mass disbributed had yet to be produced in San Francisco. She commented that if such a publication were in existence, it had evidently not been distributed nor publicized widely.

Commissioner Brecka commented that she had been involved in attempts to produce a similar publication through the National Women's Political Caucus and the Advisory Board of the Victim Witness Assistance Program, but that in each case the printing of a conveniently-sized resource publication had not been secured. Commissioner Sandlin commented that in her work in the health and social service field, where she often deals with battered women, she had not been able to obtain such a publication.

Ms. Duncan suggested that such a resource listing might also be submitted for inclusion in local legislator's newsletters, which Commissioner Hitchens agreed to investigate.

LEGISLATION COMMITTEE, COMMISSIONER PIKE, CHAIR:

Commissioner Pike reported that the last meeting of the Committee had been held on March 5, 1981. At this meeting the Committee reviewed Senate Bill 276 (Watson), which deals with fines and possible imprisonment for terrorist groups. It was the feeling of the Committee that the language used in this legislation is too broad, and could be interpreted to punish groups whose obstruction was not the alleged intent of the legislation. It was the recommendation of the Committee that the Commission pass a motion in protest of the current wording of this bill, and to so inform Senator Watson.

M/S/C Pike/Brecka that the Commission on the Status of Women protests the current wording of Senate Bill 276, sponsored by Senator Diane Watson, as overbroad, and to so inform Senator Watson, the Senate Judiciary Committee, and the press.

Commissioner Pike then noted that Senator John Schmitz had been appointed by the Senate Rules Committee to the California Commission on the Status of Women, and that perhaps the San Francisco Commission might want to take some action regarding this appointment. Senator Schmitz has long been noted for his opposition to positions held by the Commission on women's issues, especially as regards his authorship of Senate Bill 154, which requires parental/guardian consent for abortions for minors. Commissioner Pike reported that she had researched this particular appointment, and had been informed that apparently Senator Schmitz had asked for this appointment.

Senator Roberti, Chair of the Senate Rules Committee, apparently feels that a balanced viewpoint is needed on the California Commission, and that it was ifficult to find another legislator willing to accept the appointment. She pointed out that it is impossible to do anything to change the fact of Senator Schmitz's appointment now, but suggested that perhaps the Commission might want to send a letter to Senators Schmitz and Roberti expressing their hopes that Senator Schmitz's tenure on the Commission might prove an educational experience.

Commissioner Teper suggested that stronger wording be employed in these letters, expressing the Commission's outrage to Senator Roberti regarding Senator Schmitz's appointment. She emphasized that the Commission should take a strong stand on this issue, and should certainly refrain from taking no action at all.

Ms. di Grazia suggested that in any letter to Senator Schmitz the Commission should avoid congratulating him on his appointment.

Ms. Duncan suggested that perhaps the Commission might want to set up a meeting with Senator Roberti to discuss this appointment, and stressed that though the Commission would not want to oppose the actions of the Senate Rules Committee, they should make their views known.

Commissioner Pike noted that Commissioner Brecka, Vice-Chair of the Legislation Committee, would be setting up meetings with the San Francisco legislative delegation soon, and that this matter could be brought up at these meetings.

Commissioner Wong asked if such appointments required Senate approval, or from where approval for such appointments was required. Commissioner Pike replied that no such approval was needed, that it was part of the Senate Rules Committee's mandated responsibility to make such an appointment.

M/S Teper/Hitchens that the Commission on the Status of Women send a letter to the California Commission on the Status of Women expressing its outrage at the appointment of Senator John Schmitz to the California Commission and to also send a letter to Senator Schmitz offering him the opportunity to be educated.

Some discussion followed regarding this motion. Commissioner Brecka suggested that the Commission set up a meeting with Senator Schmitz. Commissioner Pike suggested that in these letters that the Commission express its "deep concern" rather than its "outrage" at Senator Schmitz'a appointment. Commissioner Teper stated that she did not feel that she could initiate a motion to write a letter which did not express the Commission's outrage at this appointment very strongly. More discussion of the motion followed; Commissioner Teper subsequently withdrew the motion. Commissioners Hitchens and Wong expressed their support of Commissioner Teper's position.

M/S/C Brecka/Squire the Commission on the Status of Women send a letter to Senator Roberti, Chair of the Senate Rules Committee, expressing its concern over the appointment of Senator John Schmitz to the California Commission on the Status of Women; that the Commission also send a letter to Senator Schmitz offering him the opportunity to educate himself with regard to Women's issues and to request that he meet with the San Francisco Commission.

Commissioners Teper, Hitchens, and Wong abstained from the vote on this motion.

Commissioner Pike then reported on the employment case of Ms. Marge Mapes, which haD been referred to the Legislation Committee at the last Commission meeting. It was the feeling of the Committee that while the Commission could not address this individual case as it had no jurisdiction, that the Commission should address the subject of possible discrimination in the District Attorney's Office on a broader basis.

She reported that Commissioner Brecka and Ms. Barbara Kilk, a member of the Committee, had volunteered to work on this individual case to the extent possible and to meet with the District Attorney's Office to assess what the current situation there was regarding affirmative action. She also reported that the Committee recommended that a letter be sent to Ms. Mapes regarding her case to express this.

FRIENDS OF THE COMMISSION:

As Commissioner Wiles, the Commission's liaison with the Friends, was not present, Commissioner Sandlin asked Ms. Pam Lee, Secretary to the Friends and a member of the Friends Board of Directors, to speak to the Commissioners. Ms. Lee reminded the Commissioners that the planned joint meeting of the Friends Board of Directors and the Commission would be held on March 24, 1981, at 6:00 P.M., in Ms. Sylvia Kendrick's home. She stated that Commissioner Sandlin and Ms. Helen Marte Y Bautista, President of the Friends Board, were composing agenda for this meeting, and that additional agenda items should be coordinated with them.

VII. STAFF REPORT:

Ms. Hale reported that the Commission now had two additional staff members working under the CETA program, Ms. Renee Dawson and Ms. Eileen Gillis. Ms. Gillis will be working half-time for the Commission and half-time as an assistant to the Lesbian/Gay Community Liaison for the Human Rights Commission, Ms. Jackie Winnow.

She called the Commissioners' attention to a copy of the Commission FY1981-82 budget request included in the Commissioners' meeting packets, and explained that she had not been able to meet with Mr. David Treanor of the Human Rights Commission as yet to ascertain the status of this request. Commissioner Brecka noted that the budget was increased to upgrade the Commission's current staff position of Senior Clerk Typist to Human Rights Commission Representative, and asked exactly what this particular class designation would mean, specifically, if it violated the amendment to the Commission's founding ordinance made in 1980 which she remembered as specifying that the Commission's single staff position would be that of an executive secretary. She also asked if this budget request required the approval of the Commissioners, and if so, when that approval was or would be requested. Ms. Hale replied that she did not have specifics regarding the particular class designation of this position as "Human Rights Commission" representative; she replied that former Chair of the Commission Beverly Hayon had met with the Mayor and Mr. Grant Mickins, Director of the Human Rights Commission, at the department heads budget meeting in January. She stated that she would attempt to find out more specific answers to the Commissioner's questions as soon as possible. She also reported that she would be working with Ms. Terri Simpson of the Mayor's Office on the Commission's compliance with the Mayor's new Management By Objectives requirements, and would keep the Commissioners informed as to developments in this regard.

She mentioned that the Board of Supervisors approval of the Commission's recommendation regarding the Domestic Violence Fund which Commissioner Hitchens had reported on earlier had taken the form of approval of a supplemental appropriation to the Commission, as the monies in the Fund were considered local funds by the Controller's Office, and called the Commissioners' attention to a preliminary copy of this supplemental appropriation request included in their meeting packets.

She noted that the total amount of $55,760 included in this request was actually an estimate obtained by doubling the actual amount of monies reported as collected in the Fund by the Controller's Office as of December 31,1981. She also noted that she had been advised by Mr. Treanor, who had also been working on the technical aspects of the administration of the Fund, that it would be necessary to regard the awardees of these funds as City contractors, and to follow the appropriate procedures regarding contracts with the City.

She stated that she would keep the Commissioners, especially Commissioner Hitchens, informed as to further information she obtained with regard to the Domestic Violence Fund.

Ms. Hale noted that the recommended policy regarding sexual harassment which the Commission had co-sponsored with the Human Rights Commission had been considered by the Civil Service Commission at their meeting on February 18, which she haD attended with Commissioner Brecka, Mr. Mickins, Ms. Vicky Rathbone, Ms. Jackie Winnow and Ms. Susan Sher of the Human Rights Commission. The policy encountered opposition from the Civil Service Commission, especially from Commissioner Darrell Saloman, and had been referred to that Commission's Affirmative Action Committee. Commissioner Hitchens noted that a member of her law firm had also attended this meeting, and that she would be attending the meeting of the Affirmative Action Committee on behalf of the Commission and her law firm, Equal Rights Advocates.

Ms. Hale further reported that the bulk of her work since the preceding Commission meeting had involved providing extensive support to the various Committees, particularly the Domestic Violence Committee as regards the Domestic Violence Fund. She noted that she had staffed three Rape Committee meetings and one Rape Committee Program Sub-Committee meeting, and was working closely with Commissioner Farac on preparations for Rape Prevention and Education Week. She also noted that her work with the Legislation Committee had been minimal, as one of the members that Committee, Ms. Claudia Jarrett, had generously volunteered to serve as Secretary to the Committee.

She noted that she was still in the process of trying to find another rent-free room in which to hold Commission meetings, and would advise the Commissioners if the meeting place for the Commission changed before the next meeting.

She noted that she had received some but not all the requested copies of the Commissioners' biographies/resumes, and would appreciate having them on hand for use in publicity efforts, especially in connection with Rape Prevention and Education Week. She also noted that if the Commissioners had black and white photographs of themselves available, it would be helpful to keep them in the Commission office files.

VIII. OTHER BUSINESS:

Commissioner Sandlin asked if there was any other business which the Commissioners should address at this meeting. There was none.

IX. ANNOUNCEMENTS:

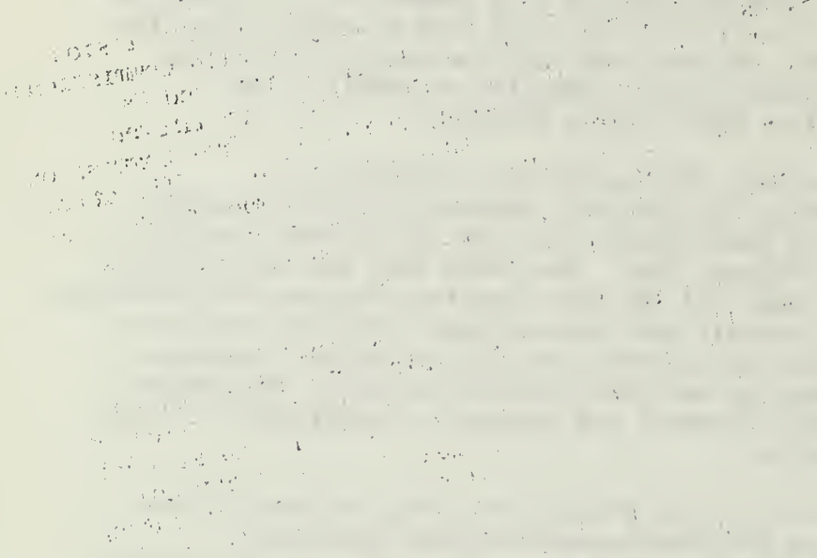
Dr. Savostin announced that she would soon be meeting with a women's organization at the University of California regarding her case, and that she would coordinate representation at this meeting with Commissioner Sandlin.

Commissioner Squires asked that it be reflected in the minutes of this meeting the Commissioners' official congratulations to Commissioner Andrea Teper, who also serves as President of the San Francisco Chapter of the National Organization for Women, on the success of NOW's "Day in the Park for Women's Rights" held on March 7, 1981. She commented that she had attended the event with Ms. Jan Montgomery and Ms. Diana Coleman of the Friends Board of Directors, and had also secured a banner with the Commission's name for the event.

X. ADJOURNMENT:

As there was no more business to conduct, the meeting was adjourned at 6:45 P.M.

JH:sa
4/2/81



Larkin & McAllister Streets

City and County of San Francisco **Commission on the Status of Women**

AGENDA

Commission Meeting
S.F. Public Library, Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

April 14, 1981

I. Call to Order/Roll Call

II. Minutes of Meeting of March 10, 1981

III. Correspondence

IV. Presentations:

A. Naomi di Grazia
B. Karen Marsh, Family Day Care Network

V. Chair's Report

VI. Staff Report

VII. Committee Reports:

A. Domestic Violence Committee
B. Resource Development Committee
C. Rape Committee
D. Publicity Committee
E. Legislation Committee

VIII. Friends of the Commission

IX. Other Business

X. Announcements

XI. Adjournment

(Please note: the next meeting of the Commission will be held on May 12, 1981, at 4:30 P.M., in the Commission Room, Third Floor, San Francisco Public Library, Main Branch, Larkin and McAllister Streets. Please call the Commission Office for more information.)

JH:sa
4/2/81

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, 94103

MINUTES

Commission Meeting
S.F. Public Library, Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

April 14, 1981
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:

Commissioner Sandlin called the meeting to order.

COMMISSIONERS PRESENT: Corteza, Farac, Hitchens, Lathan, Pike, Sandlin, Squires, Teper, Wiles, Wong

COMMISSIONERS ABSENT: Brecka

OTHERS PRESENT: Linda Roami; Francine Theilen; Gertrude Delera; Mattie Cunningham, Debra Cunningham; Naomi de Gracia; Karen Marsh, Family Daycare Network; Kathleen Turner, Family Daycare Network; Jan Montgomery, Friends of the Commission/Board of Directors; Susyn Almond, Rape Prevention Committee; Helen Marte-Bautista, President, Friends of the Commission Board of Directors; Bill Farac, Rape Prevention Committee.

II. MINUTES OF MEETING OF MARCH 10, 1981:

Commissioner Teper asked that a correction be made on Page 9, paragraph 7, to read that she had requested that a letter be sent not to the California Commission on the Status of Women, but to Senator Roberti, Chairman of the State Senate Rules Committee, "expressing its outrage of the appointment of Senator John Schmitz."

There were no objections to the correction; Commissioner Sandlin directed Ms. Hale to have this correction reflected in the minutes of this meeting.

M/S/C Pike/Teper that the minutes of the Commission meeting of March 10, 1981, be approved as distributed, with corrections as noted.

III. CORRESPONDENCE:

Commissioner Sandlin asked if there were any questions regarding correspondence. Ms. Hale explained that correspondence which the Commissioner should note had been included in their meeting packets.

Commissioner Sandlin noted that at the last Administrative Committee meeting, it had been suggested that the procedure for compiling and distributing mail summaries to each of the Commissioners prior to a Commission meeting be eliminated, and that in the future priority mail and mail addressed to individual Commissioners be kept on file in the Commission office. It would then be the responsibility of each Commissioner to monitor correspondence between Commission meetings. Ms. Hale explained that under this procedure she would notify Commissioners by phone of urgent mail which required their immediate attention, and that she would have all of the previous month's mail on hand at Commission meetings for the Commissioners'

review. Commissioner Sandlin explained that this procedure would free much staff time to concentrate on Commission priorities.

Commissioner Lathan asked for clarification as to what current procedures were and how the proposed changes would affect mail received which the Chair should be aware of and should present to the Commission as a whole. Commissioner Pike explained that under the proposed procedure, correspondence received which required a response would be referred to the Chair or the appropriate committee chair or Commissioner (s), and that other non-priority mail received such as invitations to events, etc., would not be reproduced and sent to each Commissioner, as the Commissioners were often on many duplicate mailing lists for such correspondence. The proposed procedure would only eliminate the distribution of written mail summaries.

Commissioner Farac commented that the emphasis in the establishment of a new correspondence procedure was on saving staff time and on streamlining office procedures. Commissioner Sandlin commented that Ms. Hale's judgement regarding priority correspondence had been very good in the past, and that much of the mail received and sent from the Commission office was reviewed often with the Chair as a matter of routine. Commissioner Sandlin asked if there were any objections or further questions regarding the proposed change in correspondence procedures; there were none.

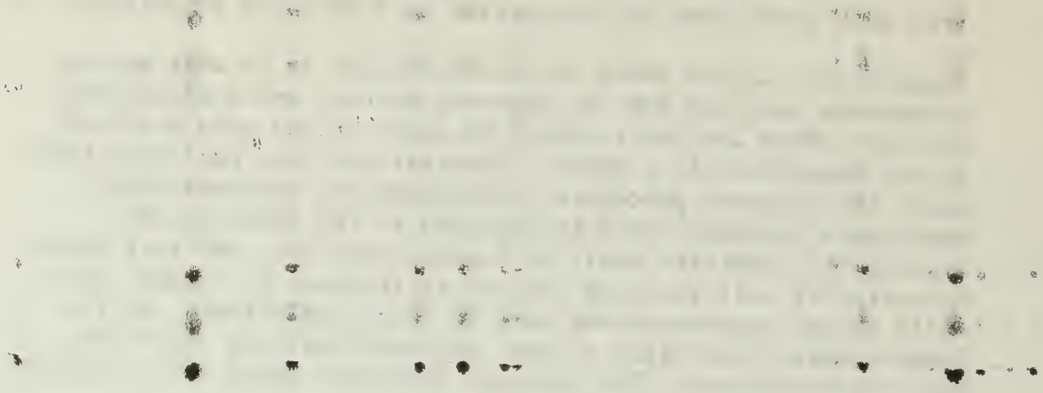
IV. CHAIR's REPORT:

Commissioner Sandlin noted that as Mr. Grant Mickins, Director of the Human Rights Commission (HRC), and Ms. Terri Simpson, the Commission's liaison with the Mayor, were both present to answer the Commissioners' questions regarding the Commission's 1981-82 budget process. She noted that she would like to take the Chair's Report item out of order for this purpose, and called the Commissio ners' attention to the copies of the budget which were included in their meeting packets. Commissioner Farac asked that the discussion of the budget be tabled until there were more Commissioners present and all of the Commissioners had been given an opportunity to review the budget. Commissioner Sandlin commented that there was a need to discuss the budget at this meeting, as the Commission's approval was needed soon.

Mr. Mickins explained that the 1981-82 budget process had begun approximately three months prior to this meeting, and that the entire budget process had changed compared to recent years. He and the former Chair of the Commission, Beverly Hayon, had met with Mayor Feinstein in January to discuss the Commission's budget requests. He noted that the copies of the budget which were included in the Commissioners' meeting packets were preliminary and included a total of approximately $31,000 for fiscal year 1981-82. He noted that themajor item to be addressed in this proposed budget was the addition of one professional-level staff position for the Commission, replacing the one clerical staff position. Commissioner Farac asked for further explanation of this item. Mr. Mickins explained that this item had been added to the budget because the work involved was well beyond that of a clerical person.

He explained that the duties of the position include staffing six committees, formulating much of the work involved, and doing part of the required writing. It is a position where the person working in that job is working out of their classification.

Commissioner Farac asked if there was any time limit on the budget. Mr. Mickins explained that the budget was nearly finalized, and that part of this finalization would come with the upcoming meeting with the Mayor.



Commissioner Sandlin commented that the Administrative Committee had reviewed the budget at its last meeting, and noted that part of the increase in the budget resulted from the proposed increase in Commissioners' fees. Mr. Mickins explained that when the Commission was restructured in 1980, the Commissioners had voluntarily reduced their fees to $1.00 per meeting, and that the amount in the proposed 1981-82 budget allocated for Commissioners' fees had been calculated according to the amount specified in the Commission's founding ordinance, based on an average number of meetings attended by all Commissioners at the rate of one meeting per month.

Commissioner Corteza asked how this proposed budget would affect the Commission's clerical staff. Mr. Mickins explained that the Commisssion's single budgeted staff position would be re-classified to a professional level position. Commissioner Farac commented that the proposed budget and staff position reclassification would have no real immediate effect on the Commission's activities. Mr. Mickins concurred with this statement, and mentioned that in addition, the institution of a professional staff position would enable the Commission to continue its work into the future without requiring the person filling the position to work out of his/her class, as the level of work involved was well beyond that required of a clerical position. Clerical positions usually require direct supervision and usually take direct dictation. Commissioner Farac asked if this new position would replace the previous Coordinator or Assistant Coordinator positions. Mr. Mickins replied that this new position would be at a level well below that of Coordinator and would resemble that of a journey-level position, similar to the entry level positions on the Human Rights Commission staff.

Commissioner Sandlin asked if the salary for this position had been included in the 1981-82 budget proposal; Mr. Mickins replied that it had. Commissioner Lathan asked if the recommended salary for this proposed position was $20,000 and if that of the previous Executive Director position had been $29,800; Mr. Mickins replied that he was unsure as to the previous Coordinator position salary level, but was sure that it as $8,000-$9,000 above the recommended salary for the proposed position. Commissioner Lathan asked how the recommended salary level for the proposal position was calculated; Mr. Mickins replied that it was a standard benchmark salary classification for positions working in human relations, primarily in the Human Rights Commission. He explained that the City utilizes "benchmark" classes, and that employees working in a particular field throughout City can use that classification. The position description for this classification is general enough to describe the duties of anyone working in this field, and is not limited to or written for specific agencies.

Commissioner Lathan asked how this proposed position's description differed from that of an Executive Director. Mr. Mickins explained that an Executive Director is that person who basically directs the policy decisions of the agency; the person in the proposed position would work under the direction of the Director, in this case, himself or one of the Human Rights Commission personnel coordinators, who would then report to him.

Commissioner Wong asked what procedures would be followed to hire for this proposed position. Mr. Mickins explained that the primary result of the proposed budget increase was to not continue the Commission's single staff position as a clerical position, as whomever performs in that position is not performing a clerical role. He stated that he was confident that the person currently in this position was working out of their classification, which is both illegal and totally inequitable.

Commissioner Lathan asked if this person would than have access to the Human Rights Commission's clerical staff; he replied that they would. He stated that there would be nothing preventing that person from continuing to do all other related duties, including clerical duties. He further stated that the Commission would lose no staff services, but would merely have its single staff position upgraded to a professional position, and that this would provide better service for the Commission. Commissioner Sandlin asked if assistance from the Human Rights Commission staff would be available shoud there be a clerical work overload, and if the person currently in this position now had access to the HRC's typing pool. Mr. Mickins replied that she did, though she performed much clerical work herself, and in addition had access to the HRC reproduction staff. She had also assigned one of the CETA staff members to assist her with reproduction.

Commissioner Sandlin asked if this CETA staff position was assigned to the HRC or the COSW; Mr. Mickins replied that he had assigned this position to assist the COSW staff person. Ms. Hale commented that although she and Ms. Renee Dawson, the CETA staff person, performed the bulk of the work for the COSW, that a significant amount consistent overload of clerical work could not have been accomplished without the support of the HRC clerical staff, and that in general there was a very cooperative relationship between the HRC and COSW staff.

Commissioner Corteza expressed her concern that adequate clerical support be given to this upgraded professional position to enable the person filling it to perform more than clerical work. Ms. Hale emphasized that the staff that the staff work which the Commission required necessitated a professional staff position, and that the work required could not be performed by a clerical staff person alone. Commissioner Sandlin and Mr. Mickins agreed; Mr. Mickins suggested that this point be brought up in the upcoming budget meeting with the Mayor. He also stated that the upgrade of the Commission's staff position to a professional position could be one step towards gaining additional clerical support staff positions in the future.

Commissioner Sandlin asked when the budget meeting with the Mayor was scheduled; Ms. Terri Simpson, the Commission's liaison with the Mayor, introduced herself and reported that the meeting was currently scheduled for Tuesday, April 21, 1981. She added that in the past, the Chair and the Vice-Chair of the Commission had attended these meetings, in addition to appropriate staff members.

Commissioner Wong noted that the job description for the proposed position seemed very general; Commissioner Hitchens commented that the job description included in the Commissioners' meeting packets was the Civil Service job desription, and must be followed to hire within the Civil Service System. She also stated that if an additional internal job description was needed or desired, it could be drafted sometime in the future. Commissioner Sandlin commented that the Administrative Committee would deal with that issue in future meetings.

Ms. Hale mentioned that she had asked Mr. Mickins and Ms. Simpson to attend the meeting in order to answer any questions which the Commissioners might have regarding the budget and urged the Commissioners toalso ask questions which they might know other Commissioners not present might have. Mr. Mickins commented that the working relationship between the staffs of the HRC and the COSW was superb. He also mentioned that the point should be made in the upcoming budget meeting with the Mayor that the funding needs of both agencies were critical, that both agencies had a role to play in the City and that adequate staff was needed in order to carry out the agencies' mandates.

Commissioner Corteza asked if there were any allowances in the budget for travel expenses for Commissioners; Mr. Mickins replied that unfortunately, travel expense allocations for all City employees were limited to the purchase of MUNI Fast Passes for local travel.

Commissioner Sandlin then asked if there were any further questions; there were none. She thanked Mr. Mickins and Ms. Simpson for their assistance.

M/S/C Hitchens/Teper to approve the 1981-82 budget proposals for the Commission on the Status of Women as presented at the Commission meeting of April 14, 1981.

V. PRESENTATIONS:

A. Naomi di Grazia:

Ms. di Grazia explained that three and half years ago she become a victim of violent crime, during which time she became aware of the high cost and difficulty of obtaining court records for victims of violent crimes. She stated that she had been able to review copies of court records at the Hall of Justice free of charge, but that in order to purchase copies of the same records she was required to pay fifty cents per page. She subsequently expended much effort and energy in order to obtain these records free of charge, but became concerned about the costs involved for other victims of violent crime.

She stated that the cost of supporting prisoner in the County jail is nearly $11,000 per year, a figure which will likely rise in the near future. She explained that she was very concerned that those people who are charged with aiding victims of violent crime do not see the seriousness of this issue. She stated that it is a victim's right to be able to obtain court records, for the basic reason that the records concern the victim. She commented that at the most expensive retail copying outlets, the highest charge for copies is normally fifteen cents per page. Copies may also be made directly on the copying machine at the City Hall Law Library. She reported that in Oakland and Sacramento, copies of Committee records cost fifteen cents per page.

She also noted that for every meeting of the Board of Supervisors, over 400 copies of the calendar, which may be as long as 30 pages, are printed and distributed to the public free. Usually thirty copies of Board committee meeting calendars are printed per committee meeting, which are also available to the public free. She noted that she had spoken to representatives of the Board of Supervisors and the County Clerk's office, who had agreed that victims of violent crime should be able to obtain copies of court records free.

She also stated that while she did not believe that all individuals involved in civil cases should be able to obtain copies of court records free or at a reduced rate, that the current cost of obtaining all court records is too high. She stated that at one time the costs of obtaining court records was determined by the State of California and was uniform throughout the State. Recently, the authority for setting these costs was left to the discretion of county governments. Ten percent of the filing fee for court proceedings is currently given to the City Law Library; she suggested that perhaps one way to offset a reduction in costs for victims would be to raise these fees. She stated her belief that it is time that an item such as this, which is relatively low in cost, should be addressed in order to give some small assistance to victims of violent crime.

Commissioner Hitchens asked if Ms. di Grazia knew whether the authority for setting these costs was actually determined by the County Clerk. Ms. di Grazia replied that although the secondary authority for setting costs does rest with the County Clerk, final authority rests with the Board of Supervisors. She explained that in talking with the representative of the County Clerk's office, she had been informed that studies had been conducted in order to determine the proper costs to set, and that the cost of fifty cents per page had been reached as a compromise figure. She added that this representative also believed that victims of violent crimes should be able to obtain copies free. She also explained that copies of court records are made routinely whether they are requested by victims involved or not. She stated that she had spoken to Supervisor Renne on this issue, who had agreed to investigate the matter.

Commissioner Sandlin asked Ms. di Grazia what action she would like the Commission to take on this issue. Ms. di Grazia explained that she had pursued the problem as far as she was able and would like the Commission to further pursue the issue with the Mayor and with the Board of Supervisors. Commissioner Sandlin asked that the matter be referred to the Commission's Administrative Committee, with which the Commissioners concurred.

B. Karen Marsh, Family Daycare Network:

Ms. Marsh explained that the purpose of her presentation was to give the Commissioners information on the Family Daycare Network, which is a part of the Childcare Economic Development Program. The program has four components: (1) Training, which is funded by the San Francisco Private Industries Council. This component trains CETA eligible women, mostly minority women, in a college curriculum and small business administration. Upon completion of the program, the women are licensed as child care providers to care for children in their own homes. Those who are not licensable due to their housing situation are able to operate from apartments purchased and run cooperatively with funds supplied by the local Initiative Support Corporation. The program currently has purchased one building, and will purchase two more buildings as of August 1, each of which is near to the employers served. There is also a revolving loan fund, from which providers can obtain loans to make capital improvements. (2) Employer-Supported Child Care Program. Those who complete the training program become primary childcare providers who serve in 24-hour shifts in programs at French Hospital, Garden-Sullivan Hospital, Presbyterian Hospital, and the University of San Francisco. These employers contribute to and maintain the existence of the program. (3) Research Study. Based in the U.C.-Berkeley Women's Center, this component will conduct a study of family daycare providers. (4) Family Daycare Advocates. This component performs advocacy and benefit packaging on behalf of the women who provide family daycare.

Ms. Kathy Turner, Family Daycare Advocates, explained that they would like to explore parallels between the program and the kinds of issues in which the Commission is interested. She explained that much of the advocacy work which the program performs involves women as self-employed individuals, who often do not have the same benefits available to most workers. She added that other adovacy functions include daycare itself, a field in which most providers have traditionally been women, and which has a generally low level of self-esteem. She stated that the program is trying to change this image, and to make childcare's image that of a valuable profession, rather than mere babysitting. She stated that it is important to realize that special skills are necessary to care for children, and that there must be a level of self-esteem attached to childcare work.

The program's advocacy involves broad-based childcare and family daycare issues such as licensing, which is currently being threatened to be removed from the State budget; supportive services for family daycare providers, including assistance with taxes and business problems; and fundraising and organizational development, the main thrust of which is self-sufficiency.

Commissioner Wong asked how the proposed CETA cutbacks would affect the program; Ms. Turner explained that the program had originally been funded by the Private Industry Council and the Mayor's Office of Employment and Training, and that the Council had re-funded the program for the current funding cycle. It was as yet unclear, however, as to whether the Council would be able to grant more funds to the program next year. Commissioner Farac asked if prison records were taken into account in the hiring procedure for program participants; Ms. Turner replied that the individual histories of program participants were taken into account through the State licensing procedure, conducted through the State Department of Public Health.

VII. COMMITTEE REPORTS:

A. Domestic Violence Committee, Commissioner Hitchens, Chair:

Commissioner Hitchens reported that there had been a change in the disbursement procedures for monies from the Domestic Violence Fund to La Casa de las Madres and WOMAN, Inc. It appeared that the monis would not be able to be disbursed as grants, but rather would need to be disbursed on a contractual basis. It also appeared that these procedures would require review by the Board and the Board Finance Committee once again, which would be basically contrary to the intent of the establishing legislation. The exact procedures had not as yet been finally determined; Mr. David Treanor of the Human Rights Commission staff had been attempting to help in determining the proper procedures and in speeding disbursement. She reported that she would keep the Commissioners informed as to procedures and subsequent developments as she knew them.

Commissioner Hitchens also reported that the Domestic Violence Committee is continuing to meet and to determine the guidelines for the next funding cyle for the Domestic Violence Fund, as well as to develop an evaluation procedure for the 1980-81 funding cycle.

B. Resource Development Committee, Commissioner Hitchens, Chair:
Commissioner Hitchens stated that there was nothing new to report at this meeting.

Commissioner Sandlin reported that the Friends of the Commission had allocated $500 for the initial printing fees for the Committee's emergency resources for women victims of violence pamplhet in English. Commissioner Hitchens commented that original plans for printing of this pamphlet called for 10,000 copies to be printed in English, and that it would likely be more expensive for smaller printing runs. Commissioner Sandlin asked if any copies would be available for distribution during STOP RAPE WEEK. Commissioner Hitchens replied that inorder to determine this she would need to contact the members of the Committee who had secured printing estimates, and that in the short amount of time before STOP RAPE WEEK, it might be difficult to get the required copies printed. Commissioner Sandline remarked that additional funding might be available, as an ad hoc corporate fundraising committee had been formed for STOP RAPE WEEK.

Ms. Helen Marte-Bautista, President of the Friends of the Commission Board of Directors, commented that while the Friends would like to fund the emergency resources pamphlet for the full amount needed, the need unfortunately came at a difficult time. The Friends currently had committed to underwrite part of the costs of STOP RAPE WEEK, Womenews, and the annual fundraising auction on June 4, 1981.

Commissioner Lathan suggested that perhaps the printer could use the $500 as a down payment on the full run of 10,000 copies. Ms. Marte-Bautista stated that this could be a good alternative, as funds received from the auction on June 4 might be able to pay the balance of the printing bill.

C. Legislation Committee, Commissioner Pike, Chair:

Commissioner Pike reported that the Committee had held its first in a series of meeting with legislators with Senator Milton Marks on April 13, 1981, and that it had been a very responsive and encouraging meeting. Senator Marks gave the Committee his commitment to attempt to influence other legislators to continue funding for the California Commission on the Status of Women. He will also investigate the possibility of initiating legislation which would make unequal pay illegal. Commissioner Pike commented that while much had been done to prohibit unequal pay based on race and sex discrimination,nothing had been done to make unequal pay actually illegal. Senator Marks is also studying the discrimination case which Dr. Irene Savostin presented to the Commission at its last meeting, and will set up a meeting with Chancellor Sooy, himself, and Commissioners Pike and Brecka to discuss the case. The next confirmed meeting which the Committee has with local legislators was scheduled for April 24, 1981, with Assemblyman Art Agnos. The Committee has not has yet received responses from Assemblymen McCarthy or Brown.

She also reported that she was in receipt of the latest Legislative Update from the State Commission on the Status of Women, and that since it was such a comprehensive report on recent legislation pertaining to women, she had asked Ms. Hale to send copies of its to each of the Commissioners after the meeting.

She reported that Commissioner Brecka and Ms. Barbara Kilk, a member of the Committee, had met with District Attorney Arlo Smith regarding the affirmative action program in the District Attorney's office, and that Commissioner Brecka had compiled a report on this meeting which she had planned to make at this meeting. As Commissioner Brecka was unable to attend the meeting, Commissioner Pike asked Ms. Hale to send copies of this report to each of the Commissioners. She also reported that the new hirings in the District Attorney's office had been very equal with respect to women and men, and that Ms. Marge Mapes, who had originally brought the matter to the attention of the Commission, was now very happy in her position in that office, though she had not dropped her suit against the previous District Attorney.

Commissioner Farac noted that the next scheduled meeting of the Commission was to be held on May 12, 1981, during STOP RAPE WEEK, and suggested that a new meeting date be set. Commissioner Sandlin asked if there were any objections to holding the meeting during the following week on May 19, 1981; there were none. She also commented that a new meeting place would need to be found, and Ms. Hale agreed to advise the Commissioners as to this place as soon as it was secured.

D. Rape Prevention Committee, Commissioner Farac, Chair: Commissioner Sandlin reminded those present that STOP RAPE WEEK was the major project which the Committee and the Commission as a whole had undertaken, and that the time and energies of each of the Commissioners would be needed to make it a success. She also stated that the actual series of programs to be presented during STOP RAPE WEEK had been organized by a group of dedicated and well-qualified Committee members which included representatives of community organizations in the field, but that the work of the Commissioners would be needed to do the essential fundraising and planning for the kick-off rally and fundraising cocktail party which STOP RAPE WEEK would require. She asked that each Commissioner leave the meeting with specific assignments to complete on STOP RAPE WEEK.

Commissioner Farac reported that the name of the event had been changed to STOP RAPE WEEK to make publicity more effective. She reported that it was confirmed that the kick-off rally for STOP RAPE WEEK would be held at Noon on Friday, May 8th in Union Square in San Francisco. Commissioner Squires distributed copies of a publicity flyer draft with all relevant information to each Commissioner. Commissioner Farac reported that a sound permit for the rally had been secured, and that speakers and entertainment for the rally had been confirmed, including Mayor Feinstein and Senator Marks. A celebrity to speak at the rally had not as yet been secured, she asked for further suggestions in this regard.

She reported that invitations to the fundraising cocktail party for STOP RAPE WEEK to be held on May 8th in the Green Room of the War Memorial Building had been sent, including special invitations from Mayor Feinstein to all department heads and commissions. Donations for the cocktail party were to be on a sliding scale, from $5.00-$15.00. Other plans for the fundraiser were continuing to be confirmed. The series of programs to be presented during STOP RAPE WEEK would be held each evening in the various health centers and in Hamilton Recreation Center in the Western Addition, beginning May 11th. The programs were designed and organized by Ms. Linda Eberth, Co-Chair of the STOP Committee and Director of Sexual Trauma Services, and the STOP RAPE WEEK Program Sub-Committee.

The series of programs to be conducted in the public schools in conjunction with STOP RAPE WEEK were not as yet confirmed. She reported that the Chair of the Rally Subcommittee for STOP-RAPE WEEK was Commissioner Brecka; Chair of the Publicity Subcommittee was Commissioner Squires; Chair of the Program Subcommittee was Ms. Linda Eberth; Chair of the Fundraising Subcommittee was Gerry Schmidt. She also reported that a work "party" would be held on April 20th to address over 10,000 publicity flyers. She stressed that the energies of all of the Commissioners would be needed on the very large amount of work required to make the event a success.

E. Publicity and Community Outreach Committee, Commissioner Squires, Chair: Commissioner Sandlin reported that the Friends of the Commission had allocated $1,000 to be used to defray costs for STOP RAPE WEEK, and had agreed to help at the fundraising cocktail party on May 8th. She mentioned that help was still needed in preparations for this fundraiser, especially in soliciting donations of wine and food. Commissioner Farac noted that Commissioner Pike had obtained a printing donation for the invitations for the fundraiser. Commissioner Sandlin asked Commissioners Corteza and Wiles to attempt to solicit such donations, which they agreed to do and to notify the Commissioners Farac and Sandlin as to results. Commissioner Sandlin

also noted that Commissioners Hitchens and Teper were handling all arrangments for the panel discussion/luncheon to be held on the final day of STOP RAPE WEEK, May 16th. Commissioner Corteza stressed the need to coordinate all fundraising efforts, to avoid duplication.

Commissioner Hitchens reported that she and Commissioner Teper had secured a reservation from 11:00 A.M. to 3:30 P.M. on May 16th for the panel discussion/luncheon at the San Francisco Women's Building, which would require a $45.00 non-refundable rental fee and a $50.00 refundable clearning deposit. Estimates were also secured for caterers for a cold buffet, to avoid additional fees and to reduce the price of the luncheon. She estimated that while the luncheon would not necessarily raise additional funds, it would probably pay for itself. She also reported that there was an outstanding debt owed to the Women's Building, but that the management of the Building had nevertheless been very cooperative in renting space for the luncheon.

E. Publicity and Community Outreach Committee, Commissioner Squires, Chair: Commissioner Squires emphasized again the need for help in addresssing and mailing the publicity flyers. The flyer was to be printed in Chinese, Spanish and English; the poster in English only. Printing estimates were $645.00 for the flyers, and $100.00 for the posters. The estimate was secured from "A Business Printer," who had donated printing of the fundraising cocktail party invitations, upon the recommendation of Commissioner Pike. She mentioned that thanks were due both to Commissioner Pike and Ms. Linda Gebroe, a member of the Rape Prevention Committee, who had produced the logo for STOP RAPE WEEK and who had written the builk of the publicity materials to be used, and to Ms. Susyn Almond, who was acting as media coordinator/ contact for the event. She reported that press releases and public service announcements would be sent that week, and urged any Commissioners with personal media contacts to contact her. Commissioner Wong asked if help was needed in translating the flyer; Commissioner Squires replied that translations had already been secured. She mentioned that thanks was also due to Commissioner Farac and the Publicity Subcommittee for their hard work and fine coordination, but that much work still remained to be done. She urged the Commissioners to send any mailing lists they could make available to Commissioner Farac and/or Ms. Hale. She asked Ms. Jan Montgomery, member of the Friends Board of Directors, to contact the Friends to attend the publicity flyer workparty, which she agreed to do.

IX. OTHER BUSINESS:

Commissioner Sandlin noted that the Commission had received an invitation from the California Commission on the Status of Women to attend a special weekend conference for commissions on the status of women in California entitled, " "Dealing with Today, Building for Tomorrow, and Making Things Fair," to be held April 24-26 in Tiburon. She commented that several Commissioners had already been asked by phone if they were interested in attending and that Commissioners Farac and herself had expressed interest. She also noted that the Commission had been requested to make a presentation at the conference regarding the administration of the Domestic Violence Fund, as it is the only commission on the status of women in the State to serve in this capacity. She asked if any other Commissioners were interested in attending, and noted that the California Commission would provide reimbursement for three commissioners from each commission of up to $123.00 per commissioner. Commissioner Sandlin asked if there were no other Commissioners interested in attending the conference, if there were any objections to approval of Ms. Hale's attendance at the conference; there were none.

Ms. Montgomery asked if she could meet with the Commissioners to discuss the fact sheet on the Commission which the Friends Board was using in its corporate fundraising efforts; Commissioner Sandlin volunteered to meet with Ms. Montgomery, as she had composed the prior fact sheet.

Ms. Hale introduced Ms. Eileen Gillis, a new staff member to the Commission whose position is funded through the CETA Program, and who works half-time for the Commission and half-time as aide to the Lesbian/Gay Community Liaison for the Human Rights Commission. She noted that Ms. Gillis had been very helpful in obtaining extensive mailing lists for use in publicizing STOP RAPE WEEK.

X. ANNOUNCEMENTS:

Commissioner Sandlin repeated that the next Commission meeting would be held on May 19, 1981, at 4:30 P.M.

XI. ADJOURNMENT:

The meeting was adjourned at 6:45 P.M.

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5/19/81

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO 94103
(415) 558-4555

DOCUMENTS DEPT.
APR 29 1981

AGENDA

Commission Meeting
101 Grove Street, Room 300

May 19, 1981
4:30 P.M.

I. Call to Order/Roll Call

II. Minutes of Meeting of April 14, 1981

III. Correspondence

IV. Presentations:

A. Sue Kaplan, Youth Advocacy Project
B. Margaret McKnight
C. Jan Lagerlof, La Casa de las Madres
D. Nancy Lovejoy, Julian Theatre

V. Chair's Report

VI. Staff Report

VII. Committee Reports

A. Rape Prevention Committee
B. Publicity Committee
C. Legislation Committee
D. Domestic Violence Committee
E. Resource Development Committee

VIII. Friends of the Commission Reports

IX. Other Business

X. Announcements

XI. Adjournment

(Please note: The next meeting of the Commission will be held on June 9, 1981, at 4:30 P.M., in the Lurie Room, First Floor, San Francisco Public Library, Main Branch, Larkin and McAllister Streets. Please call the Commission Office for more information.)

COMMISSION ON THE STATUS OF WOMEN

May 19, 1981

The Minutes of this meeting are missing.

San Francisco Public Library
Government Information Center

COMMISSION ON THE STATUS OF WOMEN

June 9, 1981

The Agenda of this meeting is missing.

San Francisco Public Library
Government Information Center

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 Market Street, Room 505
San Francisco, Ca. 94103
(415) 558-3653

Commission Meeting
S.F. Public Library Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

CALL TO ORDER/ROLL CALL

Commissioner Sandlin called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Farac, Hitchens, Pike, Sandlin, Squires, Teper, Wiles, Wong

COMMISSIONERS EXCUSED: Lathan

STAFF PRESENT: Jacquie Hale

OTHERS PRESENT: Terri Simpson, Mayor's Office; Pam Lee, Secretary, Friends of the Commission Board of Directors; Dr. Ophra Seraph, Franklin Clinic rape counseling services

. MINUTES OF THE MEETING OF MAY 19, 1981:

M/S/C Brecka/ Squires to approve the minutes of the Commission meeting held May 19, 1981.

. CORRESPONDENCE:

Ms. Hale, Commission staff person, called attention to the following correspondence:

- State Commission on the Status of Women thanking San Francisco Commission on the Status of Women for its participation on State wide conference held in April.

- San Francisco Women's Jail Study Group thanking San Francisco Commission on the Status of Women for its particiapation in the women arrested III conference held in April 23-25, 1981.

- Planned Parenthood requesting volunteers to become part of a phone tree to organize for pro-choice abortion legislation.

Commissioner Squire volunteered to represent San Francisco Commission on the Status of Women to the Planned Parenthood phone tree.

. PRESENTATIONS:

Dr. Ophra Seraph, Ph. D. informed the Commission that she provides counseling to rape victims at a clinic that is in the process of securing funds. She will mail us printed materials on services offered.

. CHAIR S REPORT

Commissioner Sandlin reported on a request from San Francisco General Hospital nurses concerned with the elimination of their positions, and possible sexual discrimination. She is waiting additional information.

Commissioner Sandlin Stated that she had met with Dr. Irene Savostin from U.C. regarding denial of Tenure at UCSF.

Commissioner Sandlin reported that the Administrative Committee had met on June 3rd, 1981 and that minutes would be forwarded to each Commissioner for review and discussion at the next Commission Meeting.

Commissioner Hitchens reported that she and Ms. Janet Montgomery have drafted budget plans and fund raising goals to be reviewed at the Friend/Commissioners meeting on June 23rd, 1981.

A discussion was initiated regarding a proposal to form of committee addressing issues of sex discrimination in the media. It was decided by consensus that the Commission would make efforts to coordinate this with community groups already working in this issue.

I. STAFF REPORT

Ms. Hale reported that it had been agreed by Commissioner Sandlin, Mr. Grant Mickins, and the Administrative Committee that Staff would have a draft of the minutes of each Commission Meeting ready for review on the Friday following the meeting. Also, that Staff would provide a task list from the meeting available for all Commissioners on the day following the meeting.

Ms. Hale gave the following report:

- The COSW CETA Staff had received official notice of termination. Discussion followed regarding possible sources for staff assistance. Ms. Hale will investigate.

- Staff is in the process of completing the final report on Rape week. Ms. Hale also informed the Commission regarding feedback on Stop Rape Week.
  She also reported that a series of budget hearings would be conducted during June by the Board of Supervisors, and that a schedule was available in the Commission office. The Board Finance Committee hearing regarding the Commission budget will be held on June 24, 1981, at 1:00 P.M. Some discussion followed with Ms. Hale and Ms. Terri Simpson of the Mayor's Office as to Commissioner roles and budget procedures.

B. RESOURCE DEVELOPMENT COMMITTEE, COMMISSIONER HITCHENS, CHAIR:

Commissioner Hitchens reported that KRON-TV agreed to print 10,000 copies of the resource pamphlet for women victims of violence. Funds would still be needed from the Friends of the Commission to cover the costs of typesetting and layout for the Chinese and Spanish versions.

LEGISLATION COMMITTEE, COMMISSIONER PIKE, CHAIR:

Commissioner Pike reported that the Senate Finance Committee had voted to restore $375,000 to the California Commission on the Status of Women budget; this legislation will now be considered by the Conference Committee of the Assembly and Senate.

Emily Pike reported that there had been no Legislation Committee meeting this month as the regularly-scheduled meeting time conflicted with Stop Rape Week activities.

She also reported that she had made inquiries regarding the use of the Serological Research Institute by the Police Department Crime Lab, and should have a full report ready in the near future.

She distributed copies of a legislative update, which included information on Planned Parenthood's efforts regarding abortion and noted that there were many ways in which to become involved.

Commissioner Brecka reported on the case of Dr. Irene Savostin-Asling.

M/S/C Brecka/Teper that the Commission send a letter to Chancellor Francis A. Soay of the University of California at San Francisco urging him to adopt the findings of the Committee on Privilege and Tenure, Academic Senate, in regard to the grievance of Professor Irene Savostin-Asling, and grant her tenure.

PUBLICITY AND COMMUNITY OUTREACH COMMITTEE, COMMISSIONER SQUIRES, CHAIR:

Commissioner Squires reported that she would be calling a meeting of the Committee soon and asked that each Commissioner forward to her their resume so she might begin to develop biography/profiles. She also asked that all suggestions and information regarding publicity efforts and names of organizational publications be forwarded to her.

She suggested that a publicity priority might be to promote the emergency services pamphlet developed by the Resource Development Committee.

She reported that fresh efforts would be made in the future to ensure that public notice of Commission meetings was given. Some discussion followed of how to do this in the minority media.

Commissioners Sandlin and Wong agreed to translate and distribute copies of Commission meeting press releases received from Ms. Hale to the Spanish and Chinese media, respectively.

Commissioner Squires also reported that she was in the process of developeing a speaker's bureau for the Commission to enable Commissioners to speak to various groups on issues related to Commission priorities, and asked for input in this regard.

RAPE PREVENTION COMMITTEE, COMMISSIONER FARAC, CHAIR:

Commissioner Farac reported that there had been no meeting of the Committee. She noted that earlier financial reports made on Stop Rape Week needed revision, and a final report should be available at the next Commission meeting.

Commissioner Hitchens inquired as to whether the deposit for use of the Women's Building for the Stop Rape Week panel discussion/luncheon had been received. Commissioner Farac agreed to investigate.

FRIENDS OF THE COMMISSION REPORTS:

Commissioner Sandlin extended the appreciation and thanks of all of the Commissioners to the Friends of the Commission for their fine work on the Fifth Annual Auction to raise funds for the Commission.

Ms. Pam Lee, Secretary, Friends of the Commission Board of Directors, formally invited the Commissioners to the joint Friends-Commissioners meeting to be held on June 23, 1981. She noted that agenda items at this meeting would include discussions of the future of Women news.

Commissioner Sandlin strongly encouraged the participation of every Commissioner at this meeting, and noted that both organizations would need to support one another to achieve their mutual goals.

OTHER BUSINESS:

Commissioner Sandlin commented on a proposal presented at the last Administrative Committee meeting to organize a phone tree among the Commissioners to improve communications.

Commissioner Farac noted that an article on Stop Rape Week had been requested by New Women's Times in Rochester, N.Y. Commissioner Squires agreed to work with her on a draft.

There was some discussion of the June 8th Supreme Court decision regarding the issue of comparable worth. Commissioner Hitchens commented that it signified some progress towards equity in this area, but not nearly as much as is needed.

Commissioner Sandlin presented a resolution for adoptions (Copy attached).

M/S/C Hitchens/Teper to adopt the resolution presented by Commissioner Gladys Sandlin regarding the contributions of Ms. Beverly Hayon to the Commission (passed unanimously)

Mr. Hale agreed to prepare a final version of the resolution for presentation to Ms. Hayon.

ANNOUNCEMENTS

Adjournment: 6:15 P.M.

City and County of San Francisco **Commission on the Status of Women**

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JUL 1981

CONTACT: JACQUIE HALE
558-3653

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[Agenda]

FOR IMMEDIATE RELEASE

SAN FRANCISCO -- The San Francisco Commission on the Status of Women will hold its next monthly meeting on Tuesday, July 14, 1981, at 4:30 P.M. at the Main Branch of the San Francisco Public Library, Larkin and McAllister Streets, in the Commission Room, Third Floor.

Scheduled presentations include information on a new Menopause Clinic at Planned Parenthood of Alameda/San Francisco, and on the Children's Self-Help Project, a child sexual abuse prevention project.

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1-14-81

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 Market Street, Room 505
San Francisco 94103
(415) 558-3653

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AGENDA

Commission Meeting
S.F. Public Library, Main Branch
Larkin & McAllister Streets
Commission Room, Third Floor

July 14, 1981
4:30 P.M.

I. Call to Order/Roll Call

II. Minutes of Meeting of June 9, 1981

III. Correspondence

IV. Presentations

A. Sheryle Brown, Planned Parenthood of Alameda/San Francisco Menopause Clinic

B. Paula Tobin, Children's Self-Help Project (a program to prevent the sexual abuse of children)/San Francisco Child Abuse Council

V. Chair's Report

VI. Staff Report

VII. Committee Reports

A. Domestic Violence Committee
B. Resource Development Committee
C. Legislation Committee
D. Publicity & Community Outreach Committee
E. Rape Prevention Committee

VIII. Friends of the Commission Reports

A. Budget/Fundraising Proposals 1981-82
B. Womenews

IX. Other Business

X. Announcements

XI. Adjournment

CALENDAR

Domestic Violence Committee . . . . . Tuesday, July 21, 1981
1095 Market Street, Room 509 12:15 P.M.
(near Seventh Street)

Domestic Violence Committee . . . . . Tuesday, July 28, 1981
1095 Market Street, Room 509 12:15 P.M.
(near Seventh Street)

Commission Meeting . . . . . Tuesday, August 11, 1981
(location to be announced; 4:30 P.M.
contact Commission office for
more information)

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 Market Street, Room 505
San Francisco, 94103
(415) 558-4901

M I N U T E S

Commission Meeting
S.F. Public Library, Main Branch
Larkin & McAllister Streets
Commission Room, Third Floor

July 14, 1981
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Sandlin called the meeting to order.

COMMISSIONERS PRESENT: Copeland, Eberth, Pike, Sandlin, Squires, Wiles, Wong

COMMISSIONERS EXCUSED: Brecka, Hitchens, Teper

COMMISSIONERS ABSENT: Lathan

STAFF PRESENT: Jacquie Hale

OTHERS PRESENT: Sheryl Brown, Planned Parenthood of Alameda/San Francisco; Paula Tobin, San Francisco Child Abuse Council; Naomi di Grazia; Eleanor Yaranon, Recruitment and Training Project; Cindy Winslow, Mayor's Criminal Justice Council; Janet A. Montgomery, Member, Friends of the Commission Board of Directors; Bobbie Griffith, Treasurer, Friends of the Commission Board of Directors

Commissioner Sandlin welcomed two new commissioners, Lennie Copeland of the management consulting firm of Copeland Associates, and Linda Eberth, Director of Sexual Trauma Services, San Francisco Department of Public Health.

II. MINUTES OF MEETING OF JUNE 9, 1981:

M/S/C Pike/Squires to approve the minutes of the Commission meeting held June 9, 1981, as presented.

III. CORRESPONDENCE:
Ms. Hale, Commission staffperson, called attention to the following correspondence:

-- a flyer for "Agenda for Wellness Community Forum on Rape Prevention,"

-- a flyer for a fundraiser for Community United Against Violence honoring Art Agnos, Phyllis Lyon, and Del Martin.

-- a letter from the National Association of Commissions for Women urging opposition to federal legislation establishing block grants to the States.

Commissioner Sandlin, with the concurrence of the Commission, expressed her strong opposition to block grants, which could have serious adverse effects on funding for women's and other social programs. Commissioner Pike recommended that the Commission officially oppose the establishment of block grants; there were no objections.

IV. PRESENTATIONS:

A. SHERYL BROWN, PLANNED PARENTHOOD OF ALAMEDA/SAN FRANCISCO:
Ms. Brown informed the Commission of a new Menopause Clinic at Planned Parenthood. The clinic offers medical services and information to women 40 to 60 years of age. Ms. Brown commented that the clinic hopes to de-mystify menopause and offer alternatives to traditionally offered medical services

B. PAULA TOBIN CHILDREN'S SELF-HELP PROJECT:
Ms. Tobin informed the Commission of the progress of the pilot Project in two San Francisco public schools. Ms. Tobin asked for the Commission's assistance and support with publicity, letters of support and donations.

Commissioners Sandlin and Squires agreed to meet with Ms. Tobin regarding feedback on the curriculum and publicity. Commissioner Eberth suggested seeking more formal financial support from the City, possibly in conjunction with a City agency. It was agreed to send a letter of support for the Project's future fundraising proposals as needed.

C. NAOMI DI GRAZIA:
Ms. di Grazia informed the Commission of her discussions with Supervisor Nancy Walker as regards allowing victims of violent crime to obtain court records free of charge (per her presentation to the Commission on April 14, 1981), and strongly urged the Commissioners to follow through on this issue.

Commissioner Sandlin commented that Commissioner Hitchens had investigated the matter, and that Commissioner Brecka was drafting a letter to the Board of Supervisors to bring the issue to their attention. Commissioner Wiles volunteered to assist Commissioners Brecka and Hitchens in their work on this issue.

D. ELEANOR YARANON, RECRUITMENT AND TRAINING PROJECT:
Ms. Yaranon informed the Commission of the Project's role as a resource for management and labor in San Francisco. The Commissioners requested that Ms. Yaranon send more detailed information on the Project and its funding, including a suggested draft of a letter of support, which she agreed to do.

V. CHAIR'S REPORT:

Commissioner Sandlin reported that the Commission had received a $3,000 donation from Chevron, Inc. Ms. Janet Montgomery commented that special thanks was due to Ms. Judy Feldman of Chevron for her assistance.

Commissioner Sandlin reported on the joint meeting of the Commissioners and Friends of the Commission on June 23, 1981 and initiated discussion regarding the future of Womenews. Commissioner Squires noted a suggestion to continue Womenews through a special committee of the Commission, which would be responsible for all Womenews operations. Commissioner Pike suggested consideration be given to tailoring Womenews to its audience and making it a stronger information resource.

M/S/C Squires/Pike that Womenews be on a paid subscription basis, be made available free to the public through public agencies, if printed free, that a Union "bug" not be necessary, and that multi-lingual copy be made available (amended by Commissioner Wong).

Commissioner Sandlin commented that discussion of Womenews would continue at a joint meeting of the Commissioners and Friends in September, and that the next issue of Womenews could be expected no earlier than December 1981.

VI. STAFF REPORT:

Ms. Hale reported on the status of the Commission budget, indicating that there were apparently no problems with its passage as originally drafted. She also reported that she was continuing to investigate other potential volunteer additions to the Commission staff, per the Commissioners' suggestions.

Ms. Hale reported that a Committee meeting attendance report and an accounting report for "How To Get That Appointment" should be ready soon. Commissioner Sandlin requested that these reports and all Committee reports be submitted at the next Commission meeting on August 11, 1981.

She commented that much staff work was currently being directed toward administration of the Domestic Violence Program Fund.

She inquired as to policy regarding distribution of "How To Get That Appointment." There was general consensus that it would be available free to non-profit service-providing organizations until a more definite policy could be determined. Ms. Hale agreed to research previous decisions to solidify this policy.

VII. COMMITTEE REPORTS:

A. DOMESTIC VIOLENCE COMMITTEE:
Commissioner Sandlin called attention to a written report prepared by Commission Hitchens, who was unable to attend the meeting, on the Domestic Violence Program Fund. Commissioner Hitchens expressed thanks to Commissioners Brecka, Lathan, Sandlin, and Squires for their participation on the public hearing panel, and to Esta Soler, Eva Paterson, Del Martin, and Susan Jan Hornstein for their participation on the panel of experts with whom the Commission consults.

The testimony received at the hearing led to the adoption of the following priority statement:

> "The two critical priorities for serving victims of domestic violence in the City and County of San Francisco are:
> first, safe shelter space that will enable women and their children to leave life-threatening situations;
> and second, the provision of support services (counseling, drop-in center, crisis line, information and referral, and legal assistance to victims and their children regardless of whether they have left the home."

In allocating money from the Domestic Violence Program Fund, the Commission will evaluate submitted proposals in light of these priorities and will additionally consider whether programs provide ethnic outreach, bilingual services, children's services and services to elderly victims.

Proposals are due to the Commission on July 17, 1981. The recommendations of the Domestic Violence Committee and the Experts Panel will be presented at the August Commission meeting.

B. RESOURCE DEVELOPMENT COMMITTEE:
Commissioner Sandlin commented that the Committee was reorganizing and would have a new chair soon.

C. LEGISLATION COMMITTEE:
Commissioner Pike reported that the Committee was preparing a legislation update during the recess of the State Legislature.

She also reported that the California Commission on the Status of Women had been funded in total, and expressed her ardent approval for its continuation.

She presented a letter from the Coordinator of the Committee to Save Legal Services, asking for signatures of public officials to appear in an advertisement in the Los Angeles Times.

M/S/C Pike/Copeland that the Commission's name appear in an advertisement to be published in the Los Angeles Times supporting the Legal Services Corporation, and that commissioners sign individually in the same advertisement as they wish.

D. PUBLICITY & COMMUNITY OUTREACH COMMITTEE:
Commissioner Squires reported that the Committee met on June 30, 1981; current members include Susyn Almond, Linda Gebroe, and Genevette Story.

Proposed goals for the Commitee include increasing and creating on-going visibility for the Commission, and assisting individual committee chairs on special projects, such as Stop Rape Week. The Committee plans to develop profiles of commissioners for submission to feature publications such as California Living. The Committee is also investigating possible Commission work in conjunction with other organizations which are planning events in connection with Susan B. Anthony's Birthday on August 26th, and welcomed suggestions.

Commissioner Wong suggested the Commission send a letter to Reg Murphy,Editor and Publisher of the San Francisco Examiner, for his coverage of Commission activities. There were no objections.

Commissioner Wong also suggested the Commission send letters to President Reagan and to Senators Cranston and Hayakawa regarding the nomination of Sandra J. O'Connor to the U.S. Supreme Court, commending the President and urging confirmation. She volunteered to draft these letters.

Some discussion followed of proposed changes in the Committee. Commissioner Lennie Copeland agreed to Co-Chair the Committee.

E. RAPE PREVENTION COMMITTEE:
Commissioner Sandlin noted that Commissioner Linda Eberth had offered to Chair the Committee following the expiration of former Commissioner Rosemary Farac's term as a commissioner.

Commissioner Eberth commented she was eager to continue the work begun by former Commissioner Farac with Stop Rape Week, and set the date of the next Committee meeting for August 4, 1981, at 5:00 P.M., at the Commission Office, 1095 Market Street (near Seventh), in Room 509.

VIII. FRIENDS OF THE COMMISSION REPORTS:
Commissioner Sandlin reported that a joint meeting was held between "Friends and Commissioners to discuss Womenews and the budget/fundraising proposals.

She requested that staff ask David Treanor, Management Assistant for the Human Rights Commission, for a monthly budget report. Commissioner Squires also suggested that such reports be submitted from the Friends of the Commission for each Commission meeting. There were no objections.

XI. ADJOURNMENT:
As there were no announcements nor other business to conduct, Commissioner Sandlin adjourned the meeting at 7:00 P.M.

JH:sa
7/24/81

City and County of San Francisco **Commission on the Status of Women**

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CONTACT: JACQUIE HALE
558-3653

FOR IMMEDIATE RELEASE

SAN FRANCISCO -- The San Francisco Commission on the Status of Women will hold its next monthly meeting on Tuesday, August 11, 1981, at 4:30 P.M. at 1095 Market Street (near Seventh), in Room 710.

Scheduled presentations include information on the National Chicana Leadership Conference to be held in Sacramento this October; a pro-choice /abortion rights march and rally to be held October 3rd by the National Organization for Women (NOW); and a videotape on self-defense being produced through the Women's Protection Program.

For more information, call the Commission office at 558-3653.

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City and County of San Francisco

Commission on the Status of Women

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AUG 3 1981

AGENDA

Commission Meeting
1095 Market Street, Room 710
(near Seventh Street)

August 11, 1981
4:30 P.M.

I. Call to Order/Roll Call

II. Minutes of Meeting of July 14, 1981

III. Correspondence

IV Presentations

A. Maria Bernal, Project Director, Women's Educational Equity Act, U.S. Dept. of Education, regarding National Chicana Leadership Conference to be held in Sacramento in October 1981.

B. Susyn Almond, regarding pro-choice/abortion rights march and rally to be held October 3, 1981, by the National Organization for Women (NOW).

C. Wendy Blair, video producer, regarding videotape on self-defense being produced with the Women's Protection Program.

V. Chair's Report

VI. Staff Report

VII. Committee Reports

A. Domestic Violence Committee
B. Resource Development Committee
C. Legislation Committee
D. Publicity & Community Outreach Committee
E. Rape Prevention Committee

VIII. Friends of the Commission Reports

IX. Other Business

X. Announcements

XI Adjournment

JH:sa
7/29/81

City and County of San Francisco — Commission on the Status of Women

C A L E N D A R

Rape Prevention Committee..... 1095 Market Street, Room 509 (near Seventh Street)	August 4, 1981 5:00 P.M.
Legislation Committee..... State Building, Room 1154 350 McAllister Street (betwen Polk & Larken Streets) (ring buzzer on McAllister Street for entrance)	August 6, 1981 5:30 P.M.
Special Commission Meeting..... (to consider Commission recommendation to the Board of Supervisors regarding the Domestic Violence Program Fund only) 1095 Market Street, Room 710 (near Seventh Street)	August 18, 1981 4:30 P.M.
Commission Meeting..... S.F. Public Library--Main Branch Larkin & McAllister Streets Lurie Room, First Floor	September 8, 1981 4:30 P.M.

JH:sa
7/29/81

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ity and County of San Francisco

Commission on the Status of Women

MINUTES

Commission Meeting
1095 Market Street, Room 710

August 11, 1981
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Sandlin called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Copeland, Eberth, Pike, Sandlin, Squires, Teper, Wiles, Wong

COMMISSIONERS EXCUSED: Hitchens

COMMISSIONERS ABSENT: Lathan

STAFF PRESENT: Jacquie Hale, Commission Staffperson

OTHERS PRESENT: Maria Bernal, Project Director, Women's Educational Equity Act, U.S. Department of Education; Wendy Blair; Lyda Kist, Member, Tucson Commission on the Status of Women.

II. MINUTES OF THE MEETING OF JULY 14, 1981:
M/S/C Brecka/Pike to approve the minutes of the Commission meeting of July 14, 1981, as presented.

Commissioner Squires noted a correction in the spelling of the name of a member of the Publicity & Community Outreach Committee, Jennabeth Story.

III. CORRESPONDENCE:
Commissioner Sandlin called attention to a memorandum from Mayor Feinstein forwarding copies of information sent to her regarding the "Arisland Purse-Vest," a garment by Kaare Kjell Arisland, intended to help eliminate purse-snatching, especially among elderly women. It was decided that individual commissioners might forward information regarding this purse-vest to interested individuals and/or organizations.

In response to inquiry from Commission Sandlin, Ms. Hale reported that the Commission had begun a subscription ro Response, a national newsletter on domestic violence published by the Center for Women Policy Studies.

Ms. Hale also called attention to commendation letters to President Reagan regarding his nomination of Sandra O'Connor to the U.S. Supreme Court. A letter to this effect was being drafted by Commissioner Wong.

Letter and materials from Ms. Karen Marsh, Family Daycare Network.

Letter and flyer from the San Francisco Wages for Housework Committee asking organizations for assistance in publicizing information regarding credit given to LVN nurses for courses taken in preparation for RN examinations. At the commissioners' request, she agreed to forward copies to the commissioners for review and action.

IV. PRESENTATIONS:

A. Maria Bernal, Project Director, Women's Educational Equity/NATIONAL CHICANA LEADERSHIP CONFERENCE, U.S. Department of Education:
Ms. Bernal informed the Commissioners of the conference, "La Chicana: Building for the Future," to be held in Sacramento on October 2 & 3, 1981 (pre-registration by September 12; $40.00). For more information, call Ms. Bernal at (415) 451-0511.

B. Wendy Blair, Independent Videotape Producer:
Ms. Blair sought Commission support for a videotape she plans to produce on options open to women in self-defense. At the commissioners' request, she agreed to forward a copy of an outline of the videotape for review. Commissioner Eberth agreed to send Ms. Blair a copy of a listing of organizations interested in funding women's films.

V. CHAIR'S REPORT:
Commissioner Sandlin thanked commissioners and guests who attended a special luncheon to welcome Dr. Young Hai Park, head of the Women's Studies Department of Sook-Myung University in Seoul, Korea.

Commissioner Sandlin appointed Commissioner Copeland as Chairwoman of a new Planning Committee, which will work on developing short and long-term goals and plans for the Commission. She also assigned Commissioners Wong, Teper, and Dreska to work with Commissioner Copeland on the Committee.

M/S/C that a Planning Committee be added to the Commission's list of Committees, to research and develop proposed short and long term plans for Commission goals and activities.

Commissioner Sandlin reported that Commissioner Squires would continue to chair the Publicity & Community Outreach Committee, and would not serve as Chair of the newly formed Womenews Committee. She commented that further plans regarding Womenews would be addressed through the Planning Committee and at the joint meeting of the Commissioners and Friends of the Commission Board of Directors in late September.

Commissioner Sandlin initiated discussion regarding a proposal to host a national or regional conference of commissions on the status of women strongly supported by Mayor Feinstein. She noted that she would be meeting with Ms. Cay Cobb, Director of the Women's Bureau of the U.S. Department of Labor, to discuss her ideas regarding this proposal.

IV. STAFF REPORTS:

Ms. Hale reminded the Commissioners of the special Commission meeting to be held August 18, 1981, at 4:30 P.M. at 1095 Market Street in Room 710.

Ms. Hale reported that she and Commissioner Sandlin had appeared to testify before the Board of Supervisors Select Committee on Crime and Violence. A second hearing was scheduled for Friday August 21, 1981 at 2:00 P.M. in the Board of Supervisors Chambers in City Hall.

Ms. Hale called the commissioners' attention to staff reports compiled on Stop Rape Week and commissioner attendance at committee meeting for 1980-81.

She also reported that she and Commissioner Sandlin would be beginning work on the Commission's annual report soon, and invited interested commissioners to contribute to its drafting and research.

Thank-you letters regarding Stop Rape Week should be sent within the week, from a list cross-checked with former Commissioner Rosemary Farac. Also, she confirmed with Women's Building staff that payment for room reservations for Stop Rape Week and previous events had been received.

Commissioner Sandlin introduced the Executive Director of the Tucson Commission on the Status of Women, and guests who were visiting local tradeswomen's organizations to investigate holding a national tradeswomen's conference.

VII. COMMITTEE REPORTS:

A. Domestic Violence Committee:

In Commissioner Mitchens' absence, Ms. Hale reported that the recommendations report of the Committee and the panel of experts regarding the Domestic Violence Program Fund would be sent to the Commissioners before the scheduled special Commission meeting August 18, 1981 (see Staff Report).

B. Resource Development Committee:

Commissioner Sandlin called attention to commissioners' advance copies of the Committee's "Resources for Women Victims of Violence" card. Ms. Hale reported that the 10,000 copies printed by KFON-TV would be ready for distribution as soon as in-kind donation for folding the cards had been secured.

Donation of typesetting and printing of version is needed.

C. Legislation Committee:

Commissioner Pike reported that she would be meeting with Rennie Cooper, Executive Director of the Women's Campaign Fund, who is compiling a listing of potential women candidates for all public offices.

Commissioner Brecka reported on the meeting of the Committee on August 6, 1981. As Congress was not in session, the Committee found no new legislation which needed Commission action.

Commissioner Brecka also reported that the Committee was actively recruiting new members. Commissioner Squires suggested that a press release be sent out regarding recruitment of members for all committees.

Commissioner Wong inquired as to the status of the Human Life Amendment; Commissioner Brecka reported that to her knowledge there was no change in the status of this bill, as there was no movement on it before Congress recessed.

D. Publicity & Community Outreach Committee:
Commissioner Squires presented her media report on Stop Rape Week and asked for any additions or corrections.

She presented a biographical profile form and asked that each commissioner who had not submitted her resume to the Committee fill out the form so that the Committee might develop profiles to be used in publicity efforts.

Commissioner Squires reported that the next meeting of the Committee would be held on August 25, 1981, there was discussion regarding suggestions as to Commission activities for Susan B. Anthony's Birthday August 26th. Commissioner Teper noted that an ERA Walk-a-Thon would be held in Contra Costa County, that the San Francisco Chapter of the National Organization for Women (NOW) would be setting up information tables on the ERA all over San Francisco, and that Feminists for Direct Action would be holding a special activity.

Commissioner Squires reported that she would try to set up a meeting with Ms. Steinem and the Commissioners. She also met with Joy Simonson, Past President of the National Association of Commissions for Women, who expressed great interest in Commission activities. She reported that she had also written to Kate Rand, Editor and Publisher of Working Women, and would be setting up a meeting with her.

She also reported that she had been invited to speak in conjunction with Women's Equality Week in Oakland, on August 26th and before the Soroptimists Club on September 27th.

Commissioner Sandlin reported that she would be appearing on the Channel 44 "Morning" program on August 24,1981, at 11:00 A.M. to speak on the Equal Rights Amendment and Susan B. Anthony's Birthday.

E. RAPE Committee:
Commissioner Eberth reported that the Committee had met on August 4th, and had begun to develop plans to hold neighborhood Stop Rape Week programs concentrated in each of the five mental health center districts consecutively every two months, culminating with the final program being held citywide as an annual Commission event. She reported that the Committee had been invited by the Mission Mental Health Center to hold the first such series of programs at Mission Neighborhood Health Center.

Commissioner Eberth commented that she expected the Rape Committee to develop other subcommittees, particularly a subcommittee on child sexual abuse. The Committee will also address specific issues as they develop, including support of organizations working against rape and sexual abuse.

Commissioner Eberth also reported that the name of the Committee had been changed to Rape Awareness, Prevention, and Education (R.A.P.E.) Committee.

F. Planning Committee:
Commissioner Copeland reported that she would soon be meeting with individual Commissioners to brainstorm regarding Commission plans, aiming for a draft plan to be ready by the September 22nd Commissioners-Friends meeting. She proposed that she would then present a more refined draft at the October 13th Commission meeting, and that during October the Committee would concentrate on implementation planning, programming, and fundraising plans. The Committee would then hope to have a complete plan ready in final form for presentation at the November 10th Commission, meeting, which if approved, would then be presented to the Mayor.

Commissioner Copeland also noted that she saw the Committee's primary function as that of a coordination and design Committee among all of the Commissioners, and that the Committee's proposals would not take precedence over the decisions of the Administrative Committee or the full Commission.

VIII. OTHER BUSINESS:
Commissioner Wong presented several drafts of letters for Commission approval.

M/S/C Squires/Brecka that the draft letter to President Reagan, Senator Cranston, and Senator Hayakawa be sent as amended.

M/S/C Pike/Brecka that the Commission send a letter to the Taipei Women Artists Delegation welcoming them to San Francisco similar to the proposed resolution presented by Commission Wong.

IX. ANNOUNCEMENTS:
Commissioner Squires announced that the Women's Career Weekend Conference would be held August 15th & 16th in Oakland.

Commissioner Teper called attention to a fundraising cocktail party to be held on August 24th at 6:30 by NOW, with NOW President Ely Smeal.

Commissioner Sandlin announced that the Mission Neighborhood Health Center would hold its annual dinner on October 24th to honor leaders of the Hispanic community and Center supporters. Honored guests would include Mayor Dianne Feinstein; Beverly Hayon, former Commissioner Chairwoman; Senator Ted Kennedy; Mario Obledo, Assemblyman Willie L. Brown, Jr.; and Dr. Fernando Torres Hill.

Commissioner Wong stated that she would like to invite the Asian Law Caucus to make a presentation at the next Commission meeting, and presented a preliminary draft of a resolution in connection with this presentation for the Commissioners' review.

There being no further business the meeting was adjourned at 6:44 P.M.

Jl:sa
8/31/81

City and County of San Francisco **Commission on the Status of Women**

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1981

CONTACT: JACQUIE HALE
558-3653

FOR IMMEDIATE RELEASE

SAN FRANCISCO -- A special meeting of the San Francisco Commission on the Status of Women will be held on Tuesday, August 18, 1981, at 4:30 P.M. at 1095 Market Street (near Seventh Street) in Room 710 to consider the Commission's recommendation to the Board of Supervisors regarding the 1981-82 Domestic Violence Program Fund. No other business will be conducted at this meeting.

The Commission was appointed the monitoring agency for the Domestic Violence Program Fund in 1980 by the Board of Supervisors and makes annual recommendations to the Board regarding Fund recipients. The Fund was established by state legislation in 1980 which added $8.00 to each marriage license fee collected in California countries to be placed in a special fund for local existing domestic violence programs.

For more information, please contact the Commission office at 558-3653.

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City and County of San Francisco Commission on the Status of Women

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N O T I C E

A special meeting of the San Francisco Commission on the Status of Women will be held on Tuesday, August 18, 1981, at 4:30 P.M. at 1095 Market Street (near Seventh Street) in Room 710 to consider the recommendation of the Commission to the Board of Supervisors regarding the 1981-82 Domestic Violence Program Fund. No other business will be conducted at this meeting.

For more information on this special meeting, the Commission, or the Domestic Violence Program Fund, or for copies of the state and local legislation establishing the Fund and appointing the Commission as the administrative agency for the Fund in San Francisco, please contact the Commission office at 1095 Market Street, Room 505, San Francisco 94103, (415) 558-3653.

JH:sa
8/5/81

COMMISSION ON THE STATUS OF WOMEN

August 18, 1981

The Minutes of this meeting are missing.

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City and County of San Francisco — *Commission on the Status of Women*

AGENDA

Commission Meeting — September 8, 1981
S.F. Public Library -- Main Branch
Lurie Room, First Floor

I. Call to Order/Roll Call

II. Minutes of Meetings of August 11, 1981 and August 18, 1981.

III. Correspondence

IV. Presentations

V. Chair's Report

VI. Staff Report

VII. Committee Reports

A. Domestic Violence Committee
B. Resource Development Committee
C. Legislation Committee
D. Planning Committee
E. Publicity & Community Outreach Committee
F. R.A.P.E. Committee

VIII. Friends of the Commission Reports

IX. Other Business

X. Announcements

XI. Adjournment

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(415) 558-3653 1095 Market Street, Room 505 San Francisco 94103

City and County of San Francisco Commission on the Status of Women

C A L E N D A R

Rape Committee 1095 Market Street, Room 509 (near Seventh Street)	September 1, 1981 12:00 P.M.
Publicity & Community Outreach Committee 1095 Market Street, Room 509 (near Seventh Street)	September 1, 1981 5:30 P.M.
Legislation Committee State Building, Room 1159 350 McAllister Street (ring buzzer at McAllister Street entrance after 5:00 P.M.)	September 3, 1981 5:30 P.M.
Commission Meeting S.F. Public Library- Main Branch Larkin & McAllister Streets Lurie Room, Third Floor	September 8, 1981 4:30 P.M.
Legislation Committee State Building, Room 1159 350 McAllister Street (ring buzzer at McAllister Street entrance after 5:00 P.M.)	October 1, 1981 5:30 P.M.
RAPE Committee 1095 Market Street, Room 509	October 6, 1981 12:00 P.M.
Commission Meeting S.F. Public Library--Main Branch Larkin & McAllister Streets Lurie Room, First Floor	October 13, 1981 4:30 P.M.

JH:sa
8/27/81

(415) 558-3653 1095 Market Street, Room 505 San Francisco 94103

DOCUMENTS DEPT.

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA. 94103
(415) 558-3653

M I N U T E S

Commission Meeting
S.F. Public Library--Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

September 3, 1981
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Sandlin called the meeting to order:

COMMISSIONERS PRESENT: Brecka, Copeland, Eberth, Hitchens, Lathan, Pike, Sandlin, Teper, Wiles, Wong

COMMISSIONERS EXCUSED: Squires

STAFF PRESENT: Jacquie Hale, Commission Representative

OTHERS PRESENT: Debbie Lim, Asian Law Caucus

II. MINUTES OF MEETINGS OF AUGUST 11, 1981 AND AUGUST 18, 1981:
Ms. Hale reported that former Commissioner Del Martin had called to note an error at the meeting of August 11, 1981; Susan B. Anthony's birthday is February 15; Women's Sufferage Day is August 26th.

M/S/C Hitchens/Brecka to approve the minutes of Commission meetings on August 11 & 18, 1981, as presented, with corrections as noted.

III. CORRESPONDENCE:
Ms. Hale noted the following items of correspondence:

-- a letter to President of the Board of Supervisors John Molinari from Commissioner Brecka regarding the cost of court records to victims of violent crime, bringing the matter to the Board's attention;

-- a letter to Judge Thomas Dandurand from Commissioner Eberth regarding an editorial by Guy Wright in the San Francisco Examiner on the case of Althor Cain, urging Judge Dandurand take into account Mr. Cain's record and the cultural background of the victim in this case in determination of sentence; Commissioner Brecka initiated discussion of this letter, and it was noted that in the future care should be taken to follow judicial protocol in such matters.

-- A memorandum from Aralia Attruia-Hartwell, Friends of the Commission Board of Directors, announcing the Friends' Annual Meeting on October 1, 1981;

-- an announcement from Pacific Management Group Seminars concerning a special seminar entitled, "How To Be A More Effective Commissioner or Board Member," to be held October 3, 1981, in Berkeley ($95.00);

-- a letter from the San Bernardino Commission on the Status of Women announcing the quarterly meeting of the California Commission on the Status of Women to be held there on October 23 and 24, 1981;

-- a list received from WOMAN, Inc., containing suggested donation items and services,

Commissioner Sandlin noted the following items of correspondence:

-- a response from Mary Elizabeth Quint, Counsellor to the Special Assistant, The White House, to a letter sent commending the nomination of Sandra O'Connor to the U.S. Supreme Court;

-- a letter from the National Advisory Council on Women's Educational Programs noting that though their budget had been cut to $6 million, the program was still active, and requesting Commission input on educational programs for women and girls; Commissioner Sandlin referred this matter to the Planning Committee;

-- an invitation to a seminar entitled, "A Women's Guide to Money Funds," to be held on September 22, 1981, hosted by the Capital Preservation Fund and Union Squire Business and Professional Women.

IV. PRESENTATIONS:

Debbie Lim, Asian Law Caucus:

Ms. Lim explained that the Asian Law Caucus is a United Way agency which provides legal services in Chinatown. The Caucus has recently represented a number of women garmet workers who are being prosecuted by the District Attorney's Office for two counts of unemployment insurance fraud.

She described the unique conditions in the garmet industry in San Francisco, which employs nearly 11,000 workers, most of whom are women with no other employable skills, and who do not speak English. She noted that these workers are often severely exploited, and that garmet "sweatshops" often violate wage, hour, health and safety laws. She noted that it was the Caucus' position that not only were the women in this case not in violation of the law, but that the District Attorney's Office might better direct its energies towards prosecuting their employers for working conditions violations. She noted that as a result of this case, it is very likely that many other workers who were due partial unemployment insurance benefits had been intimidated into not applying for them, and were thus placed under great hardship.

Ms. Lim commented that the Caucus would be presenting a special educational/informational forum on October 3rd to educate the public and any workers in this situation as to their situation as to their legal rights.

Discussion followed.

M/S/C Teper/Hitchens that the Commission (1) write a letter to the District Attorney to express the Commission's concern regarding the allocation of resources in the cases described in a presentation by the Asian Law Caucus

at the Commission meeting of September 8, 1981, and (2) that the Commission endorse an educational forum described in the same presentation to be held on October 3, 1981, by the Asian Law Caucus.

V. CHAIR'S REPORT:

Commissioner Sandlin reported that she had attended several meetings of a group of Friends of the Commission and Commissioners, including Marcia Smolens and Diana Coleman, to discuss the proposed national and/or regional conference of commissions on the status of women. These meetings are being held weekly, but as yet are not specifically affiliated with either organization, and are held primarily to brainstorm and investigate the feasibility of such a conference.

Commissioner Sandlin reported that preparations for submission of budget requests for fiscal year 1982-83 would begin soon. She reported that the latest report on the Commission's current budget showed a balance of $1,195 in "Other Contractual Services," and $2,226 under the category used for office supplies (as of August 29, 1981).

Commissioner Sandlin noted that she had held a meeting at the Mission Neighborhood Health Center to help prepare for Stop Rape Week in the Mission, and had been working on publicity and other efforts for this event.

VI. STAFF REPORT:

Ms. Hale noted that she and Commissioner Sandlin were beginning work on the Annual Report, and requested that Committee Reports be submitted soon, as well as any other items the Commissioners might want included. She also noted that she would soon be completing the Commissioner Committee meetings attendance report for inclusion in the Annual Report.

Ms. Hale reported that the Board of Supervisors Finance Committee hearing to consider the sexual harassment policy for City & County employees co-sponsored by the Commission and the Human Rights Commission had gone well, and that a second hearing would be held to further consider the policy, once the specific legislation had been prepared by the City Attorney's Office. She agreed to advise the Commissioner of the date of this hearing as soon as it was available, and encouraged attendance of the Commissioners and interested members of the public.

VII. COMMITTEE REPORTS:

A. DOMESTIC VIOLENCE COMMITTEE:

Commissioner Hitchens reported that the supplemental appropriation request relative to the Domestic Violence Program Fund had been received by the Mayor's Office. She noted that once signed by the Mayor and processed by the Controller's Office, the request would then be forwarded to the Board of Supervisors for calendaring; she noted that she would advise the Commissioners of the date it would be considered by the Board once it was available.

Commissioner Hitchens reported that she was in the process of condensing the annual reports of the two recipient agencies of the 1980-81 Domestic Violence Program Fund monies as part of the evaluation process

for that funding year, and once completed the evaluations would be sent to the Board of Supervisors.

B. RESOURCE DEVELOPMENT COMMITTEE:
Commissioner Hitchens noted that KRON-TV had printed 10,000 copies of the Resources for Women Victims of Violence pamphlet, and that thanks should once again be extended to them for this generous donation. She noted that their printing shop did not have a folding machine for the pamphlet, and requested suggestions for donations of this service. She also noted that she would once again request from the Friends of the Commission at the upcoming joint Commissioners-Friends meeting monies to complete printing of translated copies in Chinese and Spanish. Commissioner Wiles agreed to investigate donation of folding services for the English versions already printed.

C. LEGISLATION COMMITTEE:
Commissioner Brecka reported on the Committee's meeting of September 3rd, and presented a draft resolution regarding the Family Protection Act for review. After some discussion, the resolution was amended and passed (see copy attached).

M/S/C Pike/Hitchens to approve the resolution (attached) submitted by the Legislation Committee at the Commission meeting September 8, 1981, concerning the Family Protection Act, as amended.

Commissioner Brecka reported that an aide to Assemblyman Lockyer would address the next meeting of the Committee, to discuss the Commission's contribution towards efforts to re-introduce the comparable worth bill which died in the last session of the State Legislature.

Commissioner Pike announced that the next meeting of the Committee would be held on October 1, 1981, at 5:30 P.M., in the State Building, 350 McAllister Street, in Room 1159.

D. PLANNING COMMITTEE:
Commissioner Copeland reported that she had met with Commissioners Brecka and Wong as part of her survey to ascertain the planning needs and goals of the Commission. As this personal interview method had proved very time-consuming, in order to stick to the Committee's schedule, she had developed three tailored questionnaires which she had sent to present and former Commissioners and women leaders in San Francisco, with the assistance of Commissioners Sandlin, Eberth, and Wong. She reported that the deadline for return of these questionnaires would be September 27, 1981. She also reported that as soon as the results of these questionnaires had been digested and organized, she would report on them to the Commission.

There was some discussion as to the confidentiality of these questionnaires; Commissioner Copeland noted that she felt it necessary to ask for names and phone numbers on each questionnaire, as it might be necessary to follow-up for clarification and elaboration.

E. RAPE COMMITTEE:
Commissioner Eberth distributed an outline of the programs to be presented during "Stop Rape Week in the Mission," (attached) and noted that a date of the event had been changed to October 26th through the 30th.

She reported that the Committee would need funds for publicity for the planned neighborhood "Stop Rape Week", and that she would develop a Committee budget before the joint Commissioners Friends meeting on September 22nd.

Commissioner Eberth reported that the Police Department had cut two weeks from the training period for a program she and Officer Phil Dunnigan presented at the Police Academy on sexual assault. She suggested that the Commission write a letter citing the benefits of this program, including increased reporting due to sensitive handling of rape cases by the police as a result of this training program. There was no objections.

VIII. FRIENDS OF THE COMMISSION:
Commissioner Sandlin noted that the joint meeting of the Friends and Commissioners would be held on September 22, 1981, at 6:00 P.M., to discuss Womenews and mutual budget/fundraising plans.

IX. OTHER BUSINESS:
Commissioner Hitchens noted a letter received from the Sexual Minority Youth Service Coalition requesting that the Commission send a letter to the Juvenile Justice Commission.

M/S/C Pike/Wiles that the Commission send a letter to the Juvenile Justice Commission urging them hold hearings on the issues and problems of sexual minority youth in San Francisco.

Commissioner Hitchens initiated discussion of a letter to the editor of the San Francisco Examiner written by Commissioner Wong regarding the appointment of Lillian Sing to the Superior Court bench. After discussion, it was noted that in the future care should be taken to represent oneself as a commissioner speaking on behalf of the Commission only when the Commissioners had approved such statements, etc. in advance. Commissioner Wong noted that she would send another letter to the Examiner explaining that in her previous letter she had listed herself as a commissioner for identification purposes only, and had in no way represented the Commission itself. Further discussion was tabled for the next Commission meeting.

M/S/C Brecka/Wiles that the Commission send letters of congratulations to Mary Morgan and Lillian Sing on their appointment to the bench of the San Francisco Superior Court.

XI. ADJOURNMENT:
As there was no further business to conduct, Commissioner Sandlin adjourned the meeting at 6:30 P.M.

JH:sa

RESOLUTION

WHEREAS, the San Francisco Commission on the Status of Women, since its founding has consistently and strongly supported the United States Constitution, Bill of Rights and the human and civil rights of ALL people, and

WHERFAS, the bulk of the Family Protection Act of 1981 violates the civil and human rights traditionally supported by the San Francisco Commission on the Status of Women since its inception specifically abortion, legal services, child and spousal abuse programs, education that is free of sexual stigmas and freedom to choose one's own sexual preference,

WHEREAS, the Commission on the Status of Women finds the following listed freedoms violated in the Family Protection Act of 1981:

(1) freedom to control one's own body;
(2) freedom from discrimination because of sexual preference;
(3) freedom for states to provide programs in areas of child and spousal abuse and family planning with federal funds if they so choose;
(4) freedom to receive an education which does not restrict access to materials which provide the student with a broad basic knowledge of our society; and
(5) freedom to equality of rights and opportunities under the law;

THEREFORE, BE IT RESOLVED, that the San Francisco Commission on the Status of Women finds these violations of freedom repugnant and strongly condemns any attempt to turn the above-stated clauses into law, and

BE IT FURTHER RESOLVED, that the San Francisco Commission on the Status of Womn requests that the Board of Supervisors, Mayor's Office, State legislators and o r congressional delegation to actively campaign against the provisions of the Family Protection Act of 1981.

BE IT STILL FURTHER RESOLVED, that this resolution be widely distributed to our congressional delegations, State legislators and other interested parties.

(passed unanimously September 8, 1981)

City and County of San Francisco Commission on the Status of Women

R.A.P.E. (Rape Awareness, Prevention, & Education)

R.A.P.E. WEEK IN THE MISSION

OCTOBER 26-OCTOBER 30, 1981
6:00 P.M. - 8:00 P.M.

MISSION NEIGHBORHOOD HEALTH CENTER
240 SHOTWELL STREET

MONDAY, OCTOBER 26: "Child Sexual Abuse: The Victim No One Believes" (film)

1. Child & Adolescent Sexual Abuse Recovery Center, San Francisco General Hospital -- Julie Robbins
2. Children's Self-Help Project, San Francisco Child Abuse Council --Paula Tobin (film concerning teenagers and very young children)
3. Mission Mental Health Center

TUESDAY, OCTOBER 27: "Rape: A Personal Discussion for Men and Women"

1. San Francisco Women Against Rape
2. U.C. Rape Prevention Program -- Amy Levine
3. Rick Snowden (with slideshow)
4. Mission Mental Health center -- Bob Hernandez

WEDNESDAY, OCTOBER 28: "How Can You Defend Yourself?"

1. Women's Protection Program (with film)
2. U.C. Rape Prevention Program -- Amy Levine
3. Children's Self-Help Project (a child sexual abuse Prevention Program)

THURSDAY, OCTOBER 29: "Rape: Who is the Victim? Who is the Rapist?"

1. Sexual Trauma Services -- Linda Eberth
2. Center for Special Problems -- Margaret Reiss
3. S.F.P.D. Mission Station -- Sgt./Inspector Phil Dunnigan
4. Slideshow

FRIDAY, OCTOBER 30: Panel Discussion: "Rape": Reporting or Not Reporting, What Are the Alternatives?"

1. Assistant District Attorney William Fazio
2. S.F.P.D. Sex Crimes Detail, Inspector Otten
3. Chinatown/North Beach Family Planning -- Director Winnie Chu
4. Mission Mental Health Center
5. Sexual Trauma Services -- Linda Eberth
6. San Francisco Women Against Rape

* * * * * * * * *

RAPE AWARENESS, PREVENTION & EDUCATION/R.A.P.E. WEEK IN THE MISSION is a series of free evening workshops on all issues concerning sexual asault held in the Mission Distirct on October 26th through October 30, 1981. The workshops are co-sponsored by Mission Mental Health Center and the San Francisco Commission on the Status of Women's R.A.P.E. Committee, which is chaired by Linda Eberth, Commissioner and Program Coordinator of Sexual Trauma Services.

Future neighborhood "Stop Rape Weeks" co-sponsored by the Commission and a neighborhood organization are planned throughout the coming year. The Mission District was chosen as the first site for this series as a result of a survey by Mission Mental Health Center which showed RAPE IS THE NUMBER ONE PRIORITY for health and educational programs in the Mission.

* * * * * * * * * *

(415) 558-3653 1095 Market Street, Room 505 San Francisco 94103

City and County of San Francisco — Commission on the Status of Women

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AGENDA

Commission Meeting
S.F. Public Library--Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

October 13, 1981

I. Call to Order/Roll Call

II. Minutes of the Meeting of September 8, 1981

III. Correspondence

IV. Presentations:

Ms. Naomi di Grazia (regarding the cost of court records to victims of violent crime)

V. Chair's Report

VI. Staff Report

VII. Committee Reports:

A. Domestic Violence
B. Resource Development
C. Legislation
D. Planning
E. Publicity & Community Outreach
F. R.A.P.E.

IIIV. Other Business

IX. Announcements

X. Adjournment

The next meeting of the Commission will be held on November 10, 1981, at 4:30 P.M. at the S.F. Public Library Main Branch, Larkin & McAllister Streets, in the Lurie Room, First Floor. For more information, please call the Commission office, 558-3653.

JH:sa

City and County of San Francisco Commission on the Status of Women

CALENDAR

R.A.P.E. Committee ..... October 6, 1981
1095 Market Street, Room 509 12:00 Noon
(near Seventh Street)

Board of Supervisors .....October 6, 1981
Legislative & Personnel Committee 2:00 P.M.
City Hall, Room
(to consider ordinance regarding
sexual harassment policy for
City & County employees)

Publicity & Community Outreach ..... October 6, 1981
Committee 5:30 P.M.
595 Market Street, 17th Floor
(see guard for entrance)

Board of Supervisors .....October 7, 1981
Finance Committee 2:00 P.M.
City Hall, Room
(to consider Commission
recommendation regarding 1981-81
Domestic Violence Program Fund)

Commission Meeting .....October 13, 1981
S.F. Public Library--Main Branch 4:30 P.M.
Larkin & McAllister Streets
Lurie Room, First Floor

Publicity & Community .....November 3, 1981
Outreach Committee 5:30 P.M.
(call 558-3653 for location)

Legislation Committee .....November 5, 1981
(call 558-3653 for location) 5:30 P.M.

Commission Meeting .....November 10, 1981
S.F. Public Library--Main Branch 4:30 P.M.
Larkin & McAllister Streets
Lurie Room, First Floor

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CALIFORNIA 94103
(415) 558-3653

MINUTES

Commission Meeting
S.F. Public Library, Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

October 13, 1981
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
In the absence of the Chair, Vice-Chair Donna Hitchens called the meeting to order.

COMMISSIONERS PRESENT: Brecka, Copeland, Eberth, Hitchens, Lathan, Squires, Wiles

COMMISSIONERS EXCUSED: Pike, Sandlin, Teper, Wong.

STAFF PRESENT: Jacquie Hale, Commission Representative

OTHERS PRESENT: Naomi di Grazia; Eileen Mullinaux, San Francisco State University, Asian American Studies Department

II. MINUTES OF COMMISSION MEETING SEPTEMBER 9, 1981:
M/S/C Brecka/Eberth to approve the minutes of the Commission meeting of September 9, 1981, as presented.

III. CORRESPONDENCE:
Jacquie Hale called attention to the following items of correspondence:

--to the San Francsico Board of Supervisors, expressing support of a proposed Board resolution supporting "comparable worth";

--to local, state, and federal San Francisco elected representatives regarding the Commission resolution condemning the Family Protection Act and urging opposition;

--to local newspaper, television and radio stations regarding Commission resolution condeming the Family Protection Act (issued jointly with the Human Rights Commission of San Francisco);

--to the Juvenile Justice Commission, recommending that the Commission take into account the recommendations of the Sexual Minority Youth Service Coalition regarding sexual minority youth in the juvenile justice system, and that the Commission invite public testimony regarding same;

--to the Asian Law Caucus, formally acknowledging Commission endorsement of the October 3, 1981, Caucus educational forum regarding unemployment insurance benefits for San Francisco garmet workers;

--from Gilbert Boreman, Clerk of the Board of Supervisors, in response to Commission letter to President of the Board John Molinari regarding the cost of court records to victims of violent crime; (see PRESENTATIONS);

--from Anne Daley, Victim Witness Assistance Project, District Attorney's Office, regarding the cost of court records to victims of violent crime (see PRESENTATIONS):

--from Senator Robert Presley inquiring as to status and investment procedures regarding Domestic Violence Program Fund;

--to James Smith, KRON-TV, with thanks for printing donation for the Resource Development Committee pamphlet, "Resources for Women Victims of Violence,";

--from Judge Lillian K. Sing, an invitation to attend her induction ceremony into the San Francisco Municipal Court on October 15, 1981;

IV. PRESENTATIONS:

Naomi di Grazia:

Ms. di Grazia noted that she was again addressing the Commission regarding the issue of the cost of court records to victims of violent crime. She expressed disapproval of Commission correspondence to the Board of Supervisors which she stated did not utilize research she had performed to support policy to make available one copy of court records to victims. She also expressed her disapproval of the Commission's handling of this issue, and noted that more should be done in a faster manner.

Some discussion followed; Commissioner Donna Hitchens noted that the Commission had brought the matter to the attention of the Board of Supervisors, and had received a response from the Clerk of the Board saying that the Board usually does not involve itself in decisions regarding such administrative matters. She also noted a letter from Anne Daley of the Victim Witness Assistance Project, District Attorney's Office, which rejected the idea of sending a copy to the victim as a matter of course due to its high cost, but also noted the District Attorney's Office's desire to supply copies upon individual request.

Commissioner Hitchens noted that the Commission was mandated to serve in an advisory capacity to other city agencies, and that with available resources it had addressed this issue as well as possible. Commissioner Hitchens noted that Ms. di Grazia's criticism was well taken, however, the matter would be closed. There were no objections.

V. CHAIR'S REPORT:

In Chair Gladys Sandlin's absence, Vice-Chair Commissioner Hitchens delivered the report.

Commissioner Hitchens reported that the Annual Meeting of the Friends of the Commission had been held on October 1, 1981; Caryn Lombard was elected President. She noted that the scheduled joint meeting of the Commissioners and Friends Board of Directors had been postponed, and that when a new date was set all concerned would be notified.

There followed a review of several drafts of letters submitted by Commissioner Colleen Wong. After individual discussion, it was decided by consensus that the following letters would be sent:

--a letter to Governor Brown urging him to relocate or boycott the 1982 National Governor's Conference, to be held in the ERA-unratified state of Oklahoma;

--letters of congratulations to newly-appointed Municipal Court Judges Mary Morgan and Lillian Sing;

There was some discussion regarding a draft of a letter by Commissioner Wong to U.S. Representative Les Aspin regarding recent reductions in the federal school lunch program; Commission Dorothy Lathan agreed to re-draft this letter for review by the Commission.

VI. STAFF REPORT:

Ms. Hale reported that there were now two interns working with the Commission, Ellen Williams of the San Francisco State University Social Work Department, and Maryanne Kampmann of the University of California-Berkeley Political Science Department. She reported that Ms. Williams was currently working on updating and developing an extensive information and referral/resources file for the Commission, and upon completion of that project would like to work with one of the Committees. She reported that Ms. Kampmann would be meeting with Commissioner Lennie Copeland soon to discuss her project assignment(s).

Ms. Hale noted that two Commission issues, a resolution on comparable worth and a sexual harssment policy for City and County employees, were being considered by the Board of Supervisors that day.

Ms. Hale also noted a special reception sponsored by La Casa de las Madres and the Family Violence Project at Equal Rights Advocates' offices for Congresswoman Barbara McCloskey on October 10, 1981, in recognition of National Domestic Violence Awareness Week. Congresswoman McCloskey was the first national legislator to author legislation on domestic violence.

Ms. Hale called attention to the monthly budget report submitted to Commissioners Hitchens and Sandlin. She agreed to send copies of the 1981-82 budget to the Commission to check on commissioner payroll difficulties, and also noted that business cards for the Commission had been ordered and would be distributed when available.

VII. COMMITTEE REPORTS:

Commissioner Hitchens called attention to drafts of program evaluations for the 1980-81 Domestic Violence Program Fund presented for the Commissioners' review. She asked that if there were any objections, that she be contacted by October 16, 1981, and noted that if no objections or comments were received by that time, the evaluations would be sent to the Board of Supervisors in keeping with the Commission's mandated duties regarding the Fund.

Commissioner Hitchens reported that the Commission's recommendation to the Board of Supervisors regarding the 1981-82 Domestic Violence Fund would be heard before the Board Finance Committee on October 14, 1981, and encouraged interested Commissioners to offer testimony.

B. RESOURCE DEVELOPMENT COMMITTEE:
Commissioner Hitchens reported that Commissioner Lorraine Wiles had secured a donation to score and fold the "Resources for Women Victims of Violence" wallet-sized brochure, and thanked her for her work. She reported that once the brochures had been folded, they would be ready for distribution. She noted that a proposal would be presented to the Friends of the Commission at the next joint Commissioners-Friends meeting to cover the costs of typesetting and printing the brochure in Cantonese and Spanish.

C. LEGISLATION COMMITTEE:
Commissioner Brecka reported that Ms. Sharon Sandine, Legislative Assistant to Assemblyman Lockyer, had attended the meeting of the Committee on October 1, 1981. From this meeting the Committee learned that AB129 had died in the last session, and that SB459, a very similar bill, was signed into law by Governor Brown two weeks prior. This legislation defines the concept of equal pay for jobs of comparable worth and mandates that it be used in studying salary and wage policies by the State. Commissioner Brecka noted that the bill does not provide funds for a study of the issue, etc., but basically is the start of an official State policy on comparable worth.

Commissioner Brecka reported that the Board of Supervisors Legislative & Personnel Committee had unanimously passed a resolution in favor of comparable worth at its meeting September 26th, and that the resolution was on the Board's calendar that day. She noted that there were over 200 women in attendance at the Board Committee meeting.

She noted that the next meeting of the Committee would be held on October 5, 1981, in the State Building.

In response to a question from Commissioner Copeland, Commissioner Brecka agreed to ask the Committee to research the status of the Employment Protection Act.

D. PLANNING COMMITTEE:
Commissioner Lennie Copeland reported that there had been twenty percent return on the planning questionnaire she had distributed the preceding month. She stated she expected to receive more questionnaires by the next Commission meeting, at which time she would forward an information packet and make a presentation. She also noted that she may recommend a brainstorming session be scheduled to work on planning for the Commission.

E. PUBLICITY & COMMUNITY OUTREACH COMMITTEE:
Commissioner Barbara Squires reported that the Committee had met on October 6th, and that its current focus was to assist Commissioner Eberth with publicity for "Stop Rape Week in the Mission." She reported that a press kit on the event would be sent to the press list developed by staff which would include: (1) a revised fact sheet on the Commission, (2) a workshops calendar and (3) a press release. She presented new letterhead

developed for the Stop Rape Week neighborhood and citywide programs, which was approved. She recommended that the press kit be sent to all members of the Board of Supervisors, which the Commissioners approved.

Commissioner Squires also reported that Commissioner Eberth would be interviewed on KSFX-FM, and that she would approach KRON-TV to ask them to produce a public service announcement.

She encouraged all Commissioners to attend as many of the Stop Rape Week workshops as possible, and noted that the Commissioners' phone tree would be started as a reminder in the week preceding Stop Rape Week.p

Commissioner Squires also noted a brochure for the National Women's Mailing' List, and suggested that the Commission exchange mailing lists with this organization; approved.

She noted that the next Committee meeting would be held on November 3, 1981, at West Coast Federal Savings Community Room, corner of Van Ness Avenue and Clay Street, at 5:30 P.M.

F. R.A.P.E. COMMITTEE:

Commissioner Linda Eberth reported that the Committee had met on October 6, 1981. She reported that Leslie Sandford of San Francisco Women Against Rape and Paula Tobin, of the San Francisco Child Abuse Council, had agreed to serve as co-chairs of the Committee. She noted that their special talents and expertise would be very helpful to the Commission, allowing it to address both adult sexual assault and child sexual abuse issues. She also reported that Ms. Sandford would be interviewed by a San Mateo radio station in connection with "Stop Rape Week in the Mission."

Commissioner Eberth expressed her concern that the Committee was presenting the series of workshops with no budget; she noted that publicity for the event was limited to the volunteered efforts of the Publicity Committee, and that to be provided by Mission Mental Health Center. This would not include posters, which had been planned. She noted her research on placing placards in MUNI buses, and reported that the cost would be prohibitive without a generous budget.

Commissioner Eberth reported that she had been contacted by the Child Sexual Trauma Committee, who had asked her to make informational presentations on their behalf. She noted they would like a Publicity Committee member to contact the San Francisco Examiner regarding its article which stated that there were no services available to child abuse victims, when in fact there are many. Those interested may contact Sue Saperstein, the Coleman Children and Youth Services, 861-4582.

She also reported she had been contacted by Raleigh Greenberg of the Child and Adolescent Sexual Abuse Resource Center (CASARC), who had asked assistance in recruiting attorneys for training in child sexual abuse issues (for information call 821-8369).

VIII. ADJOURNMENT:

As there were no announcements and no further business to conduct the meeting was adjourned at 6:30 P.M.

City and County of San Francisco

Commission on the Status of Women

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AGENDA

Commission Meeting
S.F. Public Library--Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

November 10, 1981
4:30 P.M.

I. Call to Order/Roll Call

II. Minutes of the Meeting of October 13, 1981

III. Correspondence

IV. Additional Agenda Items

V. Presentations

VI. Chair's Report

VII. Staff Report

IIIV. Committee Reports:

A. Domestic Violence
B. Resource Development
C. Legislation
D. Planning
E. Publicity & Community Outreach
F. R.A.P.E.

IX. Other Business

X. Announcements

XI. Adjournment

The next meeting of the Commission will be held on December 8, 1981, at 4:30 P.M. at the S.F. Public Library Main Branch, Larkin & McAllister Streets, in the Lurie Room, First Floor. For more information, please call the Commission office, 558-3653.

(415) 558-3653 1095 Market Street, Room 505 San Francisco 94103

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CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103

M I N U T E S

Commission Meeting
S.F. Public Library--Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

November 10, 1981
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Gladys Sandlin, Chair, called the meeting to order.

COMMISSIONERS PRESENT: Copeland, Eberth, Lathan, Pike, Sandlin, Squires, Teper, Wiles, Wong

COMMISSIONER EXCUSED: Brecka, Hitchens

STAFF PRESENT: Jacquie Hale, Commission Representative

OTHERS PRESENT: Katherine Banks, Mary Wohlford, members, Friends of the Commission Board of Directors; Marcia Smolens, HMS Associates; Joseph Meza, Human Rights Commission

II. MINUTES OF COMMISSION MEETING OCTOBER 13, 1981:
Commissioner Barbara Squires noted an incorrect date sited in the Legislation Committee Report, September 26th, for the meeting of the Board of Supervisors Legislative and Personnel Committee which considered a Board resolution on equal pay for jobs of comparable worth. Commissioner Emily Pike and Ms. Hale agreed to research the correct date.

M/S/C Teper/Pike to approve the minutes of the Commission meeting of October 13, 1981, as presented, with corrections as noted.

III. CORRESPONDENCE REPORT:
There was some discussion regarding draft resolutions presented by Ms. Hale per the direction of the Administrative Committee at its meeting October 22nd: (1) regarding a Commission correspondence policy, and (2) regarding a Commission policy on Commissioner contacts with the media.

M/S/C Lathan/to table consideration of a draft resolution presented by the Administrative Committee through staff regarding a Commission correspondence policy.

M/S/C Squires/Pike to adopt a resolution prepared by staff at the request of the Administrative Committee regarding Commission correspondence policy. (copy attached).

M/S/C Wong/Brecka to adopt a resolution presented by staff at the request of the Administrative Committee regarding Commissioner contacts with the media. (copy attached).

Ms. Hale then called attention to the following items of correspondence:

FROM Rachel Ross, KQED-TV, noting that Ms. Kathryn Looman recently had been named the first woman "Voice of the San Francisco Symphony";

FROM John Burton, U.S. Congressman, regarding the Commission's resolution condemning the Family Protection Act, expressing support of same;

FROM editors of Broomstick. (a national feminist reader-participation magazine by, for, and about women over forty), asking to exchange publication advertisements (for information call 431-6944);

FROM John Farrell, City Controller, regarding changes in administrative provisions of the annual appropriation ordinance, including a section on travel reimbursements to Equal Rights Amendment-unratified states;

FROM Supervisor Lee Dolson, thanks for forwarding information on 1980-81 Domestic Violence Program Fund evaluations, requesting information in the future on Commission activities;

FROM U.S. Senator Alan Cranston, regarding the Commission's support of Sandra O'Connor's nomination to the U.S. Supreme Court, expressing support of same, asking for views on other Senate matters in the future;

FROM San Bernardino Commission on the Status of Women, article on the California Commission meeting there October 25th;

FROM California Commission on the Status of Women, a directory of local commissions on the status of women in California;

TO San Francisco Civil Service Commission, request for approval of personal services contracts with La Casa de las Madres and WOMAN, Inc. pursuant to the 1981-82 Domestic Violence Program Fund;

TO California Commission on the Status of Women, information regarding the 1981-82 Domestic Violence Program Fund for newsletter article;

TO Board of Supervisors, copies of 1980-81 Domestic Violence Program Fund program evaluations;

She noted that all previous correspondence from the Commission had been brought up to date. She also noted that she had received a request for a letter of support for Commissioner Eberth regarding a vacancy on the State Rape Crisis Centers Advisory Board. Commissioner Sandlin asked if there were any objections to sending such a letter; there were none. Ms. Hale noted that Commissioner Dorothy Lathan had agreed at the previous Commission meeting to work on a draft letter regarding budget cuts to the federal school lunch program; Commissioner Lathan noted that the draft was in progress.

IV. ADDITIONAL AGENDA ITEMS:

Commissioner Sandlin asked if any Commissioners had additional agenda items to add to this or future meetings' agendas; there were none.

V. PRESENTATIONS:

Marcia Smolens:
Ms. Smolens explained that she was representing a group of women, including Commissioners and women associated with the Commission, which had been meeting in recent weeks to discuss holding a proposed conference. She noted she would ask for verbal Commission support of and discuss plans for this conference.

Ms. Smolens detailed some of the history behind the conference. She noted that the present group of women she represented had grown from and included members from the former Commission Resource Talent Bank Conference Subcommittee, which had disbanded due to the lengthy process of publishing "How To Get That Appointment," intended as the main conference text. The current concept of the conference was to focus on how women could get elected and appointed to public posts, and would include information, education, and exchange of ideas, with a broad base and extensive outreach efforts. She noted that many women on the"grassroots"level regarded the political process as something of a mystery, and it would be the intended aim of the conference to reach women in all communities.

The proposed structure to produce the conference would include a board of directors composed of representatives from organizations sponsoring the conference, to serve as a policy and decision making body; the Board would hire a coordinator, who would direct the actual preparations for the conference proposed to be held in February 1982. She then asked that the Commission become the main sponsor for the conference, with the hope that its sponsorship would encourage other organizations to also become sponsors. She explained that if the Commission become the main sponsor, two or three members of the Commission would sit on the board and become actively involved in preparations.

There followed lengthy discussion and debate regarding the Commission's sponsorship. Ms. Smolens provided some clarification as to the Commission's proposed role. Commissioner Andrea Teper expressed her concern that the conference would require a large commitment of Commission funds and the Commissioners' time and energies. Ms. Smolens noted any time commitments would be the decision of individual Commissioners. Commissioners Lathan, Wiles, and Sandlin noted they would be willing to contribute their time. This arrangement was generally agreed upon among the Commissioners.

M/S/C Pike/Lathan that the Commission will act as the main co-sponsor for a conference on how women can become appointed to boards and commissions and elected to public office, proposed to be held in February 1982, as presented to the Commission at its meeting November 10, 1981, by Ms. Marcia Smolens.

Commissioner Squires asked Ms. SMolens to make monthly reports to the Commission on the progress of the conference, to which Ms.Smolens agreed.

VI. CHAIR'S REPORT:
Commissioner Sandlin welcomed Katie Banks,member of the Friends Board of Directors,who introduced Mary Wohlford, a new member of the Board. Ms. Banks noted that a meeting of the Annual Luncheon Committee of the Friends would be held on November 11, 1981, to discuss nominations for the February

12, 1982, Annual Luncheon held by the Friends to raise funds for the Commission. She also noted that there were several volunteer prospects to work on the reorganizing Womenews staff.

Commissioner Sandlin reported that "Stop Rape Week in the Mission" had been a real success, with good attendance at each of the five workshops and good feedback on workshops content and interaction. She reported that she had done several madia interviews and presented photographs from the workshops. She noted that the RAPE Committee, under Commissioner Linda Eberth's direction, had done an outstanding job, with the co-sponsorship of Mission Mental Health Center. She also noted that the event's success was particularly remarkable as it had been conducted with no operating budget.

Commissioner Sandlin reported that she had participated in a women's issues workshop at the recent national health conference, where there was much interest in the Commission activities, especially "Stop Rape Week" and the Domestic Violence Program Fund.

VII. STAFF REPORT:

Ms. Hale reported that the work of the Commission's two interns, Ellen Williams and Maryanne Kampmann, was going very well, and asked that Commissioners keep in mind future projects requiring their work when their current projects were completed. She noted that she had interviewed an applicant sent by Careers Abound, who had proved to be unsatisfactory, and was not hired.

She called attention to copies of the monthly budget report printout included in the Commissioners' packets, and noted that she would be happy to answer questions or obtain more budget information if needed. She noted that problems with obtaining Commissioner paychecks were being cleared up, and that they should be forwarded to the Commission soon. She reported that business cards for each Commissioner should be ready soon and would be forwarded when available.

She noted that none of the committees currently had secretarial/staffing volunteers as members, and as a result, she had been assuming this responsibility until such volunteers were found. She noted that at previous personnel meetings with Commissioner Sandlin and Mr. Grant Mickins, it had been decided to eliminate Committee staffing from her responsibilities and asked that the Commissioners take this into account when needing Committee staffing work.

VIII. COMMITTEE REPORTS:

DOMESTIC VIOLENCE COMMITTEE:

In the absence of Commissioner Donna Hitchens, Ms. Hale reported that the 1980-81 Domestic Violence Program Fund evaluations had been sent to the Board of Supervisors. She also reported that she had sent a request to the Civil Service Commission for approval of the 1981-82 Domestic Violence Program Fund personal services contracts with La Casa de las Madres and WOMAN, Inc., and that Commissioner Hitchens, David Treanor and herself would attend the November 16th meeting of that Commission at which the request would be considered.

RESOURCE DEVELOPMENT COMMITTEE:
In the abscence of Commissioner Hitchens, Commissioner Sandlin reminded the Commissioners that a request would be made to the Friends of the Commission to provide funds for typesetting and printing of copies of the "Resources for Women Victims of Violence" brochure in Cantonese and Spanish.

LEGISLATIVE COMMITTEE:
Commissioner Emily Pike reported that the Committee had met on November 5th. There was some discussion regarding her proposal to send legislative updates to selected organizations and individuals; there was no objection. Commissioners Sandlin and Eberth also agreed to distribute these updates.

Commissioner Pike reported that the Committee had decided by consensus to ask Commission approval to present a public information program in February on how to prepare a sexual harassment complaint,working with government agencies and appropriate women's organizations. She noted that after the Commission's decision to sponsor the conference on how women may become elected and appointed to public posts, also scheduled for February, she would recommend to the Committee further discussion of this program.

She reported that the Committee had shown much enthusiasm for the efforts of Commissioner Copeland and the Commission toward long-range planning, which served as inspiration for proposing the public forum. She noted that she would also lend her energies to preparing for the conference, and would report to the Committee on the Commission's decisions.

PLANNING COMMITTEE:
Commissioner Lennie Copeland reported that work was progressing on developing short and long-range plans for the Commission, and that she would meet with other Commissioners November 13th at the offices of Sexual Trauma Services.

PUBLICITY COMMITTEE:
Commissioner Barbara Squires reported that the Committee had met on November 3rd, and that publicity for "Stop Rape Week in the Mission" had gone very well. She noted that fifty press kits had been distributed to the media; that interviews had been conducted with Commissioner Eberth and Commissioner Sandlin, who had assisted with Spanish translations to the media; that Mayor Feinstein had held a special news conference and issued a separate news release which had received good coverage; that the event had been listed in the "pink section" of the Sunday Examiner/ Chronicle; and that the flyer developed by Mission Mental Health Center (which she presented) utilizing the Commission's "Stop Rape" logo had been very effective.

She reported that at the Committee meeting members had reviewed Commissioner Copeland's preliminary planning outlines received them with much enthusiasm. It was decided by consensus that specific publicity-related duties would be delegated to individual Committee members for publicity efforts in the future. She reported that there had been much discussion of increasing outreach efforts, and of beginning a Commission speaker's bureau.

R.A.P.E. COMMITTEE:
Commissioner Eberth noted that she had cancelled the regular November Committee meeting; the next meeting of the Committee would be held on December 1st at the Commission office.

She noted that the "Stop Rape Week in the Mission" workshops had been especially successful because they had looked at rape in a certain way, the first time it had been looked at in this context. Issues about racism and rape had also begun to be dealt with in a very sensitive and productive way, and that interagency coordination had been greatly enhanced. She noted they were especially beneficial to rape crisis personnel in attendance. Many rape victims attended and courageously shared their experiences, providing invaluable education for all those present.

She reported that special thanks should go to Commissioners Sandlin and Squires for their help in organizing and publicizing the workshops, and that she would be submitting her publicity report to Commissioner Squires soon.

Commissioner Sandlin noted the low attendance of Commissioners at the workshops, and encouraged more Commissioners to attend the next series, scheduled to be held in early 1982.

IX. ADJOURNMENT:
As there was no other business to be conducted and no announcements, Commissioner Sandlin adjourned the meeting at 6:45 P.M.

JH:sa

RESOLUTION

RESOLVED, that it shall be the policy of the Commission on the Status of Women that all contact, correspondence, expression of opinions, quotations, interviews, etc., with the news media made by Commissioners without the expressed approval of a majority of the Commission shall be clearly identified as emanating from Commissioners as individuals and not as representatives of the entire Commission, and

RESOLVED, that any identification of individual Commissioners as members of the Commission in such contacts with the news media shall be made for identification purposes only, and shall in no way be expressed in such a way as to imply or directly assert that such contact is made on behalf of the Commission as a whole.

Adopted at the Commission meeting held November 10, 1981

RESOLUTION

RESOLVED, that it shall be the policy of the Commission on the Status of Women that all Commission correspondence relating to issues or addressed to personnel of the Federal government will be approved by a majority of the Commission and will be cleared with the Mayor's Office in order to present a consistent San Francisco city government voice; and

RESOLVED, that it shall be the policy of the Commission on the Status of Women that all Commission correspondence will concern only those issues which relate directly to the Commission's mandate to take affirmative action on behalf of the women of San Francisco to eliminate barriers which restrict women from full participation in the economic, educational, political, and social affairs of the City, and those issues deemed necessary by the Commission to address as they arise.

Adopted at the Commission meeting November 10, 1981

JH:sa

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AGENDA

Commission Meeting
S.F. Public Library--Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

December 8, 1981
4:30 P.M.

I. Call to Order/Roll Call

II. Minutes of the Meeting of November 10, 1981

III. Correspondence

IV. Additional Agenda Items

V. Presentations:
National Association of Professional Saleswomen

VI. Chair's Report

VII. Staff Report

VIII. Committee Reports:

A. Domestic Violence
B. Resource Development
C. Legislation
D. Planning
E. Publicity & Community Outreach
F. R.A.P.E.

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IX. Other Business

X. Announcements

XI. Adjournment

The next meeting of the Commission will be held January 12, 1981, at 4:30 P.M. at 1095 Market Street, Room 710. For more information, please call 558-3653.

H:sa

CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94103

C A L E N D A R

R.A.P.E. COMMITTEE MEETING . . . . . .December 15, 1981
1095 Market Street, Room 509 12:15 P.M.

R.A.P.E. COMMITTEE MEETING . . . . . .January 5, 1982
1095 Market Street, Room 509 12:15 P.M.

LEGISLATION COMMITTEE MEETING . . . . . January 7, 1982
350 McAllister Street 5:30 P.M.

PUBLICITY & COMMUNITY OUTREACH
COMMITTEE MEETING . . . . . January 6, 1981
595 Market Street, 17th Floor 5:30 P.M.

COMMISSION MEETING . . . . . January 12, 1981
1095 Market Street, Room 710 4:30 P.M.

Please call the Commission office (558-3653) for more information on the above meetings.

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S CITY AND COUNTY OF SAN FRANCISCO
COMMISSION ON THE STATUS OF WOMEN
1095 MARKET STREET, ROOM 505
SAN FRANCISCO, CA 94102
(415) 558-3653

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M I N U T E S

Commission Meeting
S.F. Public Library Main Branch
Larkin & McAllister Streets
Lurie Room, First Floor

December 8, 1981
4:30 P.M.

I. CALL TO ORDER/ROLL CALL:
Commissioner Sandlin called the meeting to order and noted that Commissioner Hitchens would chair the meeting.

COMMISSIONERS PRESENT: Brecka, Copeland, Eberth, Hitchens, Pike, Sandlin, Squires, Teper, Wiles, Wong

COMMISSIONERS EXCUSED: Lathan

STAFF PRESENT: Jacquie Hale, Commission Staffperson

OTHERS PRESENT: Robin Lautenbach, National Association of Professional Saleswomen; Laurie Zoloth, Friends of Families; Cosmic Lady; Caryn Lombard, Katherine Banks, Friends of the Commission Board of Directors.

II. MINUTES OF THE MEETING OF NOVEMBER 10, 1971:
Ms. Hale called attention to three corrections: (1) page one, section II, date of the Board of Supervisors Legislative & Personnel Committee meeting which considered a resolution on comparable worth was November 4, 1981; (2) page three, section V, correct date of the proposed conference on how women may become elected and appointed to public office is March 1982; (3) page one, Section III, shows Commissioner Brecka seconding a motion to adopt the resolution on Commissioner contacts with the media; Commissioner Squires noted that she would go on record as seconding this motion.

M/S/C Brecka/Teper to approve the minutes of the Commission meeting of November 10, 1981, with corrections as noted.

III. CORRESPONDENCE:
Ms. Hale reported the following correspondence received:

FROM Supervisor Nancy Walker to Commissioner Linda Eberth, congratulations on the success of "Stop Rape Week in the Mission";
FROM Local 1100 Department Store Workers, flyer on a news conference with Ms. Jane Fonda held December 4, 1981, regarding the union's recent victory related to comparable worth;
FROM San Francisco N.O.W., invitation to join in planning the "Seventh Annual Day in the Park for Women's Rights";

FROM the Committee to Defend Reproductive Rights, several newsletters of interest;
FROM Women's Pension Rights Center, introductory copy of "Women & Pensions" (newsletter);
FROM Senator S.I. Hayakawa, acknowledgement regarding COSW resolution on the Family Protection Act.

IV. ADDITIONAL AGENDA ITEMS:
Commissioner Hitchens asked if the Commissioners had any additional items to add to the meeting's agenda; there were none.

V. PRESENTATIONS:

ROBIN LAUTENBACH, NATIONAL ASSOCIATION OF PROFESSIONAL SALESWOMEN:
Ms. Lautenbach noted that her presentation was to give the Commission information on the Association, and added that she hoped the Commission and the Association could work together in the future. The Association was founded nationally in June 1980; it now has twenty five chapters nationwide. The San Francisco chapter was founded in August 1980, and has experienced dramatic growth in its first eighteen months.

The primary purpose of the Association is educational, to increase the acumen of its saleswomen members. It holds many workshops and seminars on increasing business skills, and strives to achieve recognition for saleswomen as professionals. It publishes a newsletter, and has recently conducted a survey published in the Wall Street Journal on what women want from their careers. The results were surprising to the business community at large, indicating that the women polled feel that determination and quality are more important considerations in their work than the actual dollars they earn. The Association plans to conduct more such surveys in the near future.

In response to questions from the Commission, Ms. Lautenbach noted that the Association is headquartered in Sacramento, where that chapter recently was involved in a comparable worth case involving saleswomen.

COSMIC LADY
The presentor noted our general ignorance of cosmic knowledge and stated that we are shifting gears into an alternative reality. She asked for an abandonment of war because it is insane, and noted that peace is coming.

LAURIE ZOLOTH, FRIENDS OF FAMILIES:
Ms. Zoloth noted she would like to invite the Commissioners professionally and personally to a special conference being held January 12-13, 1982 entitled, "Work and Family LIfe." One of the primary aims of this conference will be to draft a "Family Bill of Rights" in response to but not against the Family Protection Act.

She stated that Friends of Families would like to make the point that "family" is not just a right wing issue, but is a concern of all sections of society. She noted that many families are in crisis, and that family refers not only to the traditional concept of a "nuclear" family, but to all social units which for many individuals fulfill their needs for "family".

She stated that the conference would attempt to develop ideas for creating detailed, compassionate programs for teenagers, the elderly, and other neglected groups, and to build a coalitions to look at issues concerning the family.

She then asked the Commission for its formal endorsement of the conference, and/or use of the Commission mailing list for publicity purposes. The cost of the conference will be $35.00 per person; scholarships will be available for low-income participants.

M/S/C Pike/Tepper to endorse the conference "Work and Family Life," to be held by Friends of Families on January 12-13, 1982 at the First Unitarian Church, 1187 Franklin Street in San Francisco, and to provide Friends of Families with a copy of the Commission mailing list and a formal letter of endorsement to be used in publicity mailings related to the conference.

I. CHAIR'S REPORT:

Commissioner Hitchens initiated discussion of the future of Womenews, the Commission's quarterly tabloid which has suspended publication since March 1981 due to extreme exhaustion on the part of the dedicated all-volunteer staff of Womenews which had published it ocntinuouslysince 1975. She introduced Ms. Caryn Lomard, President of the Friends of the Commission, Ms Katherine Banks, Friends Board member, and Ms. Maryanne Kampmann, Commission intern working on Womenews. She detailed some of the history and discussions behind Womenews, and presented a draft prepared by the Administrative Committee at its meeting December 7th which made two proposals:
(1) to continue Womenews publication as a smaller newsletter, with a smaller audience and minimal outreach efforts, under the Commission's auspices, or
(2) to continue Womenews publication in its previous format, with a much larger audience, and funding from the Friends. She then asked for input from Ms. Lombard and Ms. Banks.

Ms. Banks, a founder of Womenews, noted she felt it important to continue current staff recruitment regardless of the publication's future form, which would likely be influenced by staff. Ms. Lombard commented that recruitment was the key to Womenews' future. She stated she could foresee it as the "voice of the Commission," as well as continuing in its topic-oriented format. She also noted that she felt it necessary for it to be more than another "calendar of events" publication.

Ms. Kampman delivered a brief report on her work researching alternative formats for Womenews and staff recruitment, including work on an update letter to subscribers. She stressed that her work must necessarily be suspended until some decision was reached as to Womenews' immediate future and focus.

After discussion, Commissioner Hitchens noted that with no objections, she would direct Ms. Kampmann to continue work on staff recruitment with Ms. Banks and Commissioner Copeland, and to work out details of Womenews content, format, focus and audience with the Friends once staff was recruited. There were no objections.

Commissioner Hitchens then reported that most responses to a memorandum asking for available dates from the Commissioners for an all-Commissioners "Kicking Off 1982" brainstorming meeting were in, and that with no objections, the date for the meeting would be set as January 7, 1981, at 6:00 P.M. She stated that the major goal of this meeting is to finalize committee plans, timelines, and budgets for the next year so that they might be presented to the Friends on January 5, 1982. She also noted that it was very important that all Committee chairs be present at that Friends meeting.

VII. STAFF REPORT:

Ms.Hale noted that she had recieved a phone call that day from Ms. Marcia Smolens, speaking on behalf of the group of women organizing the conference on how women can become elected and appointed to public office. Ms. Smolens ahd asked her to report that the correct date for the conference would be sometime in March 1982, and that a site should be found and a tentative budget sent to the Commissioners within one week.

Ms.Hale called attention to copies of the monthly budget report in the Commissioners' meeting packets, and offered to answer any questions. She also noted that she had begun discussing the Commission's 1982-83 budget request with Mr. Grant Mickins, Appointing Officer, and urged all interested Commissioners to contact Mr. Mickins or herself with input.

She reported on a request from the Department of Social Services to testify on its behalf at a hearing before the Board of Supervisors Finance Committee December 9, 1981, relative to the Department's recent severe budget cuts which will reportedly mean large cutbacks in services.

M/S/C Hitchens/Brecka to send a letter to the Board of Supervisors Finance Committee expressing the Commission's interest and concern regarding recent cutbacks of services to the women and children of San Francisco through the Department of Social Services.

She reported on an invitation from the Pre-Trial Diversion Project to their fundraising open house and furniture sale December 11th and 12th. The Project serves over 350 first-time misdemeanor offenders per month, ranging from prosititues to bank vice presidents. Commissioner Eberth agreed to attend the open house on behalf of the Commission.

She reported on a request from Ms. Joan Hammerman Robbins of the American Ortho-Psychiatric Association Women's Institute to the Commission to sponsor a reception for the Women's Institute in connection with its meeting in San Francisco in March 1982. It was agreed by consensus to decline this request and to focus activities on Commission priorities.

Ms. Hale noted unfinished business as to whether to provide a letter of support for the Women's Building fundraising proposal. Commissioner Copeland reported she had reviewed the proposal and contacted the Women's Building regarding provisions for a self-sufficiency plan included in the proposal towards which she had some concern, as there are currently no Women's Building staff with adequate expertise to implement such a plan Women's Building staff had assured her that staff development in that area was now being conducted.

M/S/C Copeland/Teper to endorse and write letter of support for the San Francisco Women's Center/Women's Building fundraising proposal as presented to the Commission November 1981.

Ms. Hale reported that the Commission had obtained more listings in local calendar newspapers, and that she had been continuing her work staffing committees. She noted that the humber of information and referral calls received in the Commission office had been increasing, especially those related to employment, rape/personal protection, housing, and governmental research. She noted that the Commission's networking efforts had been stepped up, including information exchange with the Women's Building, Women's Foundation, and Queen's Bench.

She reported that she was continuing to provide direction for the Commission's interns, and had met with Ms. Ellen Williams' field liaison, Professor Joan Cummerton of SFSU. She also reported that she had received her own personnel evaluation with Mr. Mickins, and noted that Commissioners should contact him with personnel questions.

VIII. COMMITTEE REPORTS

DOMESTIC VIOLENCE COMMITTEE:
Commissioner Hitchens reported that the Commission's personal services contracts relative to the 1981-82 Domestic Violence Program Fund had been approved by the Civil Service Commission. She also reported that the Commission's recommendation regarding the Fund had been approved by the Board of Supervisors Finance Committee, with representatives from La Casa, WOMAN, Inc., and herself giving testimony. Ms. Hale reported that there had been some administrative delays with the Controller's Office in processing the contracts, but that these problems seemed to be solved. Both agencies should be able to bill the Commission for their portions of the Fund per the contracting process shortly.

RESOURCE DEVELOPMENT COMMITTEE:
Commissioner Hitchens reported that 4,000 copies of the "Resources for Women Victims of Violence" brochure had been distributed, and that more copies were available by arrangement with the Committee and/or Commission office. She noted that the translated versions of the brochure in Cantonese and Spanish were still needed, and that a request for funding for typesetting and printing of these would be made to the Friends at their next meeting.

LEGISLATION COMMITTEE:
Commissioner Pike noted that the December meeting of the Committee had been cancelled, and that the next meeting of the Committee would be held on January 5th at her home.

She reported that the Committee had been monitoring SCA 29 (Schmitz), the "paramount right to life" bill which was the state version of the national "Human Life Amendment." Senator Schmitz had held public hearings on this bill, none of which were in Northern California. This bill would legally determine that life begins at the moment of conception, and will need a two thirds majority of both houses to pass.

She reported that the Committee was increasing its outreach and networking efforts, and exchanging information and legislative updates with legislation committees and lobbyists of other organizations, including California NOW, California Women Lawyers, and Business and Professional Women.

In response to Commissioner Eberth's question, Commissioner Pike noted that the recent rape bill sponsored by Assemblyman Art Agnos had been signed into law by Governor Brown. It extends the statute of limitations for rape cases to six years.

PLANNING COMMITTEE:
Commissioner Copeland called attention to a finalized version of her planning outline for the Commission. Commissioner Hitchens noted all Commissioners should express their appreciation to Commissioner Copeland for her considerable work on planning for the Commission, and that it was the recommendation of the Administrative Committee to approve the plan.

Commissioner Hitchens noted the plan called for a change of focus for the Commission to serve more as an advocacy body, and to add employment as an additional Commission priority, including creating an Employment Committee. She called attention to the proposed chairs for each of the committees, and asked that Commissioners consider these appointments and contact her within the week if there were any objections or questions. There was brief discussion, after which the following motion was passed

M/S/C Wiles/Teper to adopt the Commission planning proposal for 1982 submitted to the Commission by Commissioner Copeland at the Commission meeting December 8, 1981.

Commissioner Squires noted that some mention of this plan should be included in all future publicity kits, and that a copy of the adopted plan should be sent to the Mayor with a cover letter.

Commissioner Copeland reported that she had contacted the producers/distributors of "The Workplace Hustle" (a one hour instructional film on sexual harssment), Clark Communications, and that they had agreed to arrange for a private screening for the Commission. After some discussion, it was agreed that the site of the next Commission meeting would be changed to the Public Health Building, 101 Grove Street, Room 300, so that the film could be viewed by the Commissioners prior to the next Commission meeting on January 12th.

Commissioner Copeland reported that a television program was currently being produced by PBS entitled "Enterprise," about new ventures in business. She noted that there currently were no plans to include stories about women or minorities beginning new business ventures, and asked for suggestions of an appropriate woman and/or minority president or vice president of a new business venture. Commissioner Squires suggested she contact the Women's Council of the San Francisco Chamber of Commerce; Commissioner Pike suggested she contact Amfac Corporation.

PUBLICITY AND COMMUNITY OUTREACH COMMITTEE:
Commissioner Squires reported that the December meeting of the Committee

had been cancelled, and that the next meeting of the Committee would be held on January 5th at 5:30 P.M.

She noted that she would be meeting with Commissioner Eberth regarding publicity and future plans for "Stop Rape" events. She also reported that the Committee would be working with Ms. Marcia Smolens and the group of women organizing the elections/appointments conference to assist with publicity efforts.

R.A.P.E. COMMITTEE:
Commissioner Eberth reported that the Committee had met on December 1st to evaluate "Stop Rape Week in the Mission" and to make plans for future "Stop Rape" events. Discussion centered on changing the format of the next event from a week-long series to a more accessible day-long program with increased community outreach and participation.

She noted that it appeared that the Committee was continuing to narrow the focus and audience of the program in order to increase its effectiveness She also noted that future programs might be more bilingual or more directed at a gay audience, depending on the program focus and site.

She reported that evaluation discussion included recognition that the co-sponsoring neighborhood organization should not be counted on as heavily for assistance with publicity. She also extended the Committee's thanks to Commissioners Sandlin and Squires for their assistance with publicity.

The Committee will meet again on December 15th to finalize decisions and plans for the next "Stop Rape" event, currently planned for sometime in February or March 1982.

IX. OTHER BUSINESS:
Commissioner Teper reported on the current status of organizing for ratification of the Equal Rights Amendment, noting that it is now estimated that the Virginia Legislature has additional votes which were not counted before, and that the Florida Legislature now is only lacking one vote for ratification in that state. She strongly urged everyone to be more optimistic in discussions of the passage of the Equal Rights Amendment, noting that no one could be sure that it would not be ratified until midnight of June 30, 1983.

X. ADJOURNMENT:
As there was no other business to conduct, Commissioner Hitchens adjourned the meeting at 6:25 P.M.

JH:sa